DOCUMENT RESUME

ED 314 114 JC 900 028

| | |
|---|---|
| TITLE | Salary Survey Report for the Illinois Public Community Colleges, Fall 1989. |
| INSTITUTION | Illinois Community Coll. Board, Springfield. |
| PUB DATE | Jan 90 |
| NOTE | 48p. |
| PUB TYPE | Statistical Data (110) -- Reports - Research/Technical (143) |
| EDRS PRICE | MF01/PC02 Plus Postage. |
| DESCRIPTORS | *Administrators; *College Faculty; Community Colleges; *Contract Salaries; Faculty Workload; Fringe Benefits; Full Time Faculty; Part Time Faculty; Promotion (Occupational); *Salaries; *School Personnel; State Surveys; *Teacher Salaries; Two Year Colleges |
| IDENTIFIERS | *Illinois |

ABSTRACT

Drawing from information collected in the annual salary survey conducted by the Illinois Community College Board, this report presents data about compensation received by employees in the 50 Illinois public community colleges. Faculty salary data are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries; other professional salaries; average faculty load information; salaries for positions similar to University Civil Service classifications; salaries of selected administrators; and fiscal year 1989 total salaries actually paid to faculty, administrators, other professionals, and classified staff. Highlighted findings include the following: (1) faculty were paid an average annual salary of $40,757, administrators an average of $42,887, and other professionals an average of $29,618; (2) the average cost of fringe benefits was $2,993 for full-time faculty, $3,346 for administrators, $2,870 for other professionals, and $2,891 for classified staff; (3) fiscal year 1990 weighted average salary increases were 6.7% for faculty, 6.6% for administrators, 6.7% for other professionals, and 7.1% for classified staff; and (4) part-time faculty were paid an average of $311 per credit hour. (JMC)

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# FALL 1989 SALARY SURVEY REPORT

# FOR THE

# ILLINOIS PUBLIC COMMUNITY COLLEGES

JC 900 028

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Illinois Community College Board

# FALL 1989 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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## HIGHLIGHTS OF THE FALL 1989 SALARY SURVEY REPORT

1. Fiscal Year 1989 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1988 and June 30, 1989.

| | |
|---|---|
| Faculty (9 and 12 month) | $40,757 |
| Administrative (12 month) | $42,887 |
| Other (Non-Teaching) Professional (9 and 12 month) | $29,618 |

2. Fiscal Year 1989 Average Cost of Fringe Benefits for Full-Time Employees.

| | |
|---|---|
| Full-Time Faculty (9 month) | $ 2,993 |
| Administrative (12 month) | $ 3,346 |
| Other (Non-Teaching) Professional (9 month) | $ 2,870 |
| Classified (12 month) | $ 2,891 |

3. Fiscal Year 1990 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

| | |
|---|---|
| Faculty (9 month) | $38,124 |
| Administrative (12 month) | $43,881 |
| Other (Non-Teaching) Professional (9 month) | $35,466 |

4. Fiscal Year 1990 Weighted Average Salary Increases.

| | |
|---|---|
| Faculty (9 month) | 6.7% |
| Administrative (12 month) | 6.6% |
| Other (Non-Teaching) Professional (9 month) | 6.7% |
| Classified (12 month) | 7.1% |

5. Fiscal Year 1990 Average Salary Rates.

| | |
|---|---|
| Part-Time Faculty Rate | $311/credit hour |
| Full-Time Faculty Overload Rate | $434/credit hour |
| Full-Time Faculty Summer Rate | $495/credit hour |

6. Fiscal Year 1990 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

| | |
|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $20,806 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $24,601 |
| Master's Degree, Maximum Hours (5 Years Experience) | $29,776 |
| Master's Degree, Maximum Hours (Maximum Experience) | $43,845 |

## INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 50 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

The College of DuPage was unable to provide data for the salary survey due to negotiations at the college.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (non-teaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1989 total salaries actually paid to faculty, administrators, other (non-teaching) professionals, and classified staff.

## Section I

## FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1990.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

### Table 1

### SUMMARY OF FISCAL YEAR 1990 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range | | | State |
|---|---|---|---|---|
| | Low | - | High | Average |
| Low Faculty Salaries | $13,719 | - | $28,904 | $21,495 |
| Average Faculty Salaries | $25,080 | - | $47,233 | $38,124 |
| High Faculty Salaries | $32,804 | - | $58,060 | $44,846 |
| Median Faculty Salaries | $24,838 | - | $46,139 | $35,180 |

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Table 2

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of FY 1990 Salaries | | | Median FY 1990 Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | Belleville | 97 | $22,400 | $40,818 | $51,155 | $41,854 |
| 503 | Black Hawk | 145 | 21,536 | 32,195 | 42,169 | 30,850 |
| 508 | Chicago | 931 | 23,956 | 43,097 | 58,060 | 44,584 |
| 507 | Danville | 56 | 16,534 | 30,532 | 40,912 | 28,355 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 89 | 23,675 | 35,083 | 53,100 | 39,888 |
| 512 | Harper | 175 | 24,400 | 44,284 | 56,741 | 46,093 |
| 519 | Highland | 43 | 17,554 | 29,480 | 38,728 | 30,771 |
| 514 | Illinois Central | 174 | 19,000 | 34,588 | 45,069 | 35,411 |
| 529 | Illinois Eastern | 92 | 18,351 | 25,080 | 32,804 | 24,838 |
| 513 | Illinois Valley | 73 | 22,214 | 34,019 | 41,077 | 31,646 |
| 525 | Joliet | 142 | 22,376 | 40,406 | 50,644 | 42,614 |
| 520 | Kankakee | 46 | 20,438 | 30,175 | 40,938 | 31,091 |
| 501 | Kaskaskia | 53 | 20,950 | 31,367 | 40,325 | 31,360 |
| 523 | Kishwaukee | 65 | 20,769 | 30,456 | 42,347 | 29,709 |
| 532 | Lake County | 152 | 13,719 | 47,233 | 54,264 | 43,038 |
| 517 | Lake Land | 88 | 20,250 | 29,957 | 39,794 | 31,309 |
| 536 | Lewis & Clark | 81 | 24,244 | 34,873 | 40,594 | 35,268 |
| 526 | Lincoln Land | 115 | 19,226 | 37,443 | 44,839 | 38,734 |
| 530 | Logan | 71 | 21,107 | 32,933 | 44,469 | 33,171 |
| 528 | McHenry | 50 | 25,655 | 35,413 | 48,044 | 34,631 |
| 524 | Moraine Valley | 158 | 23,427 | 37,864 | 50,993 | 38,235 |
| 527 | Morton | 54 | 28,904 | 40,433 | 48,155 | 41,104 |
| 535 | Oakton | 137 | 25,067 | 45,126 | 56,475 | 46,139 |
| 505 | Parkland | 134 | 20,197 | 36,568 | 48,572 | 36,499 |
| 515 | Prairie State | 85 | 23,944 | 35,703 | 46,004 | 34,993 |
| 521 | Rend Lake | 36 | 21,810 | 30,307 | 39,830 | 30,010 |
| 537 | Richland | 46 | 21,294 | 31,638 | 39,054 | 31,907 |
| 511 | Rock Valley | 128 | 21,501 | 36,285 | 45,045 | 37,197 |
| 518 | Carl Sandburg | 48 | 20,424 | 29,831 | 38,572 | 28,739 |
| 506 | Sauk Valley | 47 | 19,118 | 30,899 | 39,549 | 31,634 |
| 531 | Shawnee | 25 | 18,897 | 28,811 | 37,934 | 27,965 |
| 510 | South Suburban | 103 | 21,150 | 39,072 | 49,132 | 41,658 |
| 533 | Southeastern | 30 | 21,566 | 32,015 | 40,491 | 33,385 |
| 534 | Spoon River | 32 | 19,313 | 30,153 | 38,089 | 30,184 |
| 601 | State Comm. Coll. | 0 | 20,012 | 27,557 | 35,738 | 28,684 |
| 504 | Triton | 210 | 24,690 | 41,737 | 54,540 | 41,285 |
| 516 | Waubonsee | 58 | 25,639 | 36,215 | 45,040 | 36,829 |
| 539 | John Wood | * | * | * | * | * |
| | TOTALS/AVERAGES | 4,069 | $21,495 | $38,124 | $44,846 | $35,180 |

*John Wood employs all full-time faculty on a 12-month basis.
DNA = Data Not Available

Illinois Community College Board

Table 3

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of FY 1990 Salaries | | | Median FY 1990 Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | Belleville | 6 | $31,407 | $45,245 | $61,208 | $41,766 |
| 503 | Black Hawk | 1 | 24,329 | 24,329 | 24,329 | 24,329 |
| 508 | Chicago | 0 | -- | -- | -- | -- |
| 507 | Danville | 7 | 19,773 | 21,621 | 22,785 | 21,047 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 0 | -- | -- | -- | -- |
| 512 | Harper | 1 | 52,896 | 52,896 | 52,896 | 52,896 |
| 519 | Highland | 0 | -- | -- | -- | -- |
| 514 | Illinois Central | 0 | -- | -- | -- | -- |
| 529 | Illinois Eastern | 13 | 25,974 | 32,700 | 34,632 | 34,632 |
| 513 | Illinois Valley | 0 | -- | -- | -- | -- |
| 525 | Joliet | 0 | -- | -- | -- | -- |
| 520 | Kankakee | 6 | 34,189 | 41,440 | 49,466 | 41,585 |
| 501 | Kaskaskia | 0 | -- | -- | -- | -- |
| 523 | Kishwaukee | 0 | -- | -- | -- | -- |
| 532 | Lake County | 0 | -- | -- | -- | -- |
| 517 | Lake Land | 7 | 26,439 | 31,698 | 36,486 | 31,867 |
| 536 | Lewis & Clark | 0 | -- | -- | -- | -- |
| 526 | Lincoln Land | 1 | 33,964 | 33,964 | 33,964 | 33,964 |
| 530 | Logan | 0 | -- | -- | -- | -- |
| 528 | McHenry | 0 | -- | -- | -- | -- |
| 524 | Moraine Valley | 24 | 30,376 | 45,042 | 59,621 | 43,586 |
| 527 | Morton | 0 | -- | -- | -- | -- |
| 535 | Oakton | 0 | -- | -- | -- | -- |
| 505 | Parkland | 0 | -- | -- | -- | -- |
| 515 | Prairie State | 0 | -- | -- | -- | -- |
| 521 | Rend Lake | 18 | 30,940 | 39,952 | 49,373 | 38,392 |
| 537 | Richland | 0 | -- | -- | -- | -- |
| 511 | Rock Valley | 4 | 23,191 | 26,494 | 35,000 | 23,893 |
| 518 | Carl Sandburg | 0 | -- | -- | -- | -- |
| 506 | Sauk Valley | 2 | 36,142 | 38,507 | 40,872 | 38,507 |
| 531 | Shawnee | 2 | 23,416 | 30,450 | 37,483 | 30,450 |
| 510 | South Suburban | 0 | -- | -- | -- | -- |
| 533 | Southeastern | 6 | 25,722 | 30,273 | 36,129 | 31,180 |
| 534 | Spoon River | 0 | -- | -- | -- | -- |
| 601 | State Comm. Coll. | 0 | -- | -- | -- | -- |
| 504 | Triton | 0 | -- | -- | -- | -- |
| 516 | Waubonsee | 0 | -- | -- | -- | -- |
| 539 | John Wood | 32 | 20,000 | 27,079 | 43,286 | 26,000 |
| | TOTALS/AVERAGES | 130 | $29,251 | $34,783 | $41,169 | $34,273 |

-- = Not Applicable
DNA = Data Not Available

## Section II

## FISCAL YEAR 1990 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1990.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1990 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Lowest | Average | Highest |
|---|---|---|---|
| Overload Rates (Full-time Faculty) | $272 | $434 | $1,005 |
| Summer Term Rates (Full-time Faculty) | $272 | $495 | $1,005 |
| Part-time Faculty Rates | $225 | $311 | $ 460 |

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Table 5

FISCAL YEAR 1990 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Part-time Faculty Rate Per Course Credit Hour | Full-time Faculty Rate Per Course Credit Hour: Overload Rate for Academic Year | Full-time Faculty Rate Per Course Credit Hour: Rate for Summer Term |
|---|---|---|---|---|
| 522 | Belleville | $297 | $ 579 | $ 970 |
| 503 | Black Hawk | 353 | 380 | 360 |
| 508 | Chicago | * | * | * |
| 507 | Danville | 286 | 350 | 375 |
| 502 | DuPage | DNA | DNA | DNA |
| 509 | Elgin | 313 | 425 | 500 |
| 512 | Harper | 420 | 440 | -- |
| 519 | Highland | 250 | 509 | 509 |
| 514 | Illinois Central | 343 | 425 | 994 |
| 529 | Illinois Eastern | 226 | -- | 375 |
| 513 | Illinois Valley | 390 | 350 | 450 |
| 525 | Joliet | 312 | 374 | 374 |
| 520 | Kankakee | 305 | 387 | 345 |
| 501 | Kaskaskia | 272 | 349 | 325 |
| 523 | Kishwaukee | 272 | 600 | 600 |
| 532 | Lake County | 460 | 405 | 405 |
| 517 | Lake Land | 275 | 275 | 275 |
| 536 | Lewis & Clark | 270 | 315 | 315 |
| 526 | Lincoln Land | 358 | 489 | 492 |
| 530 | Logan | 287 | 389 | 493 |
| 528 | McHenry | 283 | DNA | DNA |
| 524 | Moraine Valley | 290 | 696 | 949 |
| 527 | Morton | 304 | 304 | 304 |
| 535 | Oakton | 406 | 455 | 420 |
| 505 | Parkland | 427 | 435 | 576 |
| 515 | Prairie State | 260 | 272 | 272 |
| 521 | Rend Lake | 256 | 400 | 550 |
| 537 | Richland | 397 | 408 | 592 |
| 511 | Rock Valley | 300 | 475 | 665 |
| 518 | Carl Sandburg | 278 | 278 | 428 |
| 506 | Sauk Valley | 238 | 325 | 350 |
| 531 | Shawnee | 225 | 400 | 300 |
| 510 | South Suburban | 335 | 665 | 689 |
| 533 | Southeastern | 270 | 405 | 425 |
| 534 | Spoon River | 265 | 1,005 | 1,005 |
| 601 | State Comm. Coll. | 375 | 400 | 400 |
| 504 | Triton | 300 | 521 | 560 |
| 516 | Waubonsee | 310 | 400 | 400 |
| 539 | John Wood | 300 | 300 | 300 |
| | AVERAGES | $311 | $ 434 | $ 495 |

*Prorated based on contractual salary.
-- = Not Applicable
DNA = Data Not Available

Section III

## SALARIES BASED ON FISCAL YEAR 1990 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range and average salaries of fiscal year 1990 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules is shown in Table 6.

Table 7 provides the fiscal year 1990 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

### SUMMARY OF FISCAL YEAR 1990 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Salary Schedule Categories | District Range Low - High | State Average |
|---|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $17,000 - $27,437 | $20,806 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $19,169 - $33,416 | $24,601 |
| Master's Degree, Maximum Hours (5 Years Experience) | $22,654 - $42,174 | $29,776 |
| Master's Degree, Maximum Hours (Maximum Experience) | $32,094 - $60,673 | $43,845 |

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1990

| Dist. No. | District | Zero Hours, No Experience | Zero Hours, 5 Years Experience | Maximum Hours, 5 Years Experience | Maximum Hours, Highest Salary |
|---|---|---|---|---|---|
| 522 | Belleville | $22,400 | $25,370 | $28,228 | $42,435 |
| 503 | Black Hawk | 19,304 | 21,875 | 28,089 | 42,169 |
| 508 | Chicago | 22,925 | 27,337 | 30,345 | 60,673 |
| 507 | Danville | 17,000 | -- | -- | 41,000 |
| 502 | DuPage | DNA | DNA | DNA | DNA |
| 509 | Elgin | 21,225 | 26,001 | 35,436 | 51,058 |
| 512 | Harper | 24,400 | 26,818 | 36,972 | 56,741 |
| 519 | Highland | 18,855 | 22,871 | 28,094 | 37,691 |
| 514 | Illinois Central | 18,685 | -- | -- | 46,070 |
| 529 | Illinois Eastern | 18,772 | -- | -- | 32,094 |
| 513 | Illinois Valley | 22,073 | 23,940 | 28,324 | 40,141 |
| 525 | Joliet | 23,274 | 24,854 | 29,176 | 49,396 |
| 520 | Kankakee | -- | -- | -- | -- |
| 501 | Kaskaskia | 19,000 | 22,250 | 26,625 | 39,625 |
| 523 | Kishwaukee | -- | -- | -- | -- |
| 532 | Lake County | 27,437 | 33,416 | 42,174 | 51,673 |
| 517 | Lake Land | 19,169 | 19,169 | 22,654 | --* |
| 536 | Lewis & Clark | 19,132 | 22,805 | 24,211 | 35,268 |
| 526 | Lincoln Land | 18,938 | 22,155 | 25,647 | 42,704 |
| 530 | Logan | 21,677 | 25,277 | 29,267 | 42,947 |
| 528 | McHenry | -- | 24,380 | 33,350 | 34,730 |
| 524 | Moraine Valley | 19,761 | 22,432 | 32,813 | 52,303 |
| 527 | Morton | 24,600 | 29,790 | 32,780 | 46,225 |
| 535 | Oakton | 25,067 | 27,093 | 35,513 | 52,780 |
| 505 | Parkland | 18,500 | 23,000 | 26,000 | 48,733 |
| 515 | Prairie State | 20,015 | 24,351 | 29,599 | 48,718 |
| 521 | Rend Lake | 21,810 | 24,310 | 28,090 | 39,290 |
| 537 | Richland | 19,575 | 23,490 | 28,384 | 40,129 |
| 511 | Rock Valley | 20,520 | 24,444 | 28,368 | 43,083 |
| 518 | Carl Sandburg | 17,714 | 21,464 | 23,624 | 36,699 |
| 506 | Sauk Valley | 19,118 | 22,204 | 32,253 | 44,109 |
| 531 | Shawnee | 20,485 | 23,435 | 26,914 | 37,534 |
| 510 | South Suburban | 18,928 | 23,985 | 28,060 | 47,243 |
| 533 | Southeastern | 21,566 | 24,880 | 28,489 | 39,976 |
| 534 | Spoon River | 19,313 | 23,266 | 28,207 | 38,089 |
| 601 | State Comm. Coll. | 18,300 | 24,500 | 28,000 | 34,800 |
| 504 | Triton | 22,395 | 27,221 | 33,539 | 50,499 |
| 516 | Waubonsee | 24,234 | 27,747 | 32,206 | 44,109 |
| 539 | John Wood | -- | -- | -- | -- |
| | AVERAGES | $20,806 | $24,601 | $29,776 | $43,845 |

*Base of $20,029 plus $525 per year of experience, with no maximum limitation.
-- = Not Applicable
DNA = Data Not Available

Section IV

## INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1990

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 39 community college districts in Illinois, 12 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-six public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

### SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1990

| | Range Low - High | State Average |
|---|---|---|
| Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours) | 25 - 32 | 29.7 |
| Average Weekly Class Contact Hours Required for Full-time Teaching Faculty | 12.5 - 23.5 | 16.2 |
| Average Weekly Office/Academic Advising Hours | 4 - 13.5 | 7.0 |
| Length of Full-time Faculty Academic Year Contract in Months | 8 - 12 | 9.1 |

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Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1990

| Dist. No. | District | Ave. Yearly Semester Credit Hours Taught | Ave. Weekly Class Contact Hrs. Teaching | Average Weekly Office/Academic Advising Hours* | Professional Rank | Length of Academic Year | Has Master Contract | Multiple Year Contract | Number of Years in Contract | Full-time Faculty Salary Schedule | Has Collective Bargaining | Recognized College Negotiating Body |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 522 | Belleville | 30 | 15 | 10 | No | 9 | Yes | Yes | 3 | Yes | Yes | AAUP/IFT/AFT |
| 503 | Black Hawk | 30 | 23.5 | 5 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 508 | Chicago | 25 | 12.5 | 4 | Yes | 9 | Yes | Yes | 4 | Yes | Yes | IFT/AFT |
| 507 | Danville | 30 | 17 | 10 | No | 8 | Yes | No | -- | Yes | Yes | IEA/NEA |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 32 | 15 | 10 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 512 | Harper | 30 | 15 | 10 | Yes | 9 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 519 | Highland | 29 | 17.5 | 5 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 514 | Illinois Central | 27 | 16 | 5 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | Faculty Forum |
| 529 | Illinois Eastern | 30 |  | 5 | No | 9 | Yes | Yes | 4 | Yes | Yes | IEA/NEA |
| 513 | Illinois Valley | 30 | 15 | 10 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 525 | Joliet | 30 | 17.5 | 7 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 520 | Kankakee | 31 | 16.5 | 13.5 | No | 9 | Yes | Yes | 3 | No | Yes | IFT/AFT |
| 501 | Kaskaskia | 30 | 18 | 7.5 | No | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 523 | Kishwaukee | 30 | 15 | 5 | No | 9 | Yes | Yes | 4 | No | Yes | IFT/AFT |
| 532 | Lake County | 30 | 15 | 8 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 517 | Lake Land | 30 | 15 | 5 | No | 9 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 536 | Lewis & Clark | 30 | 16 | 10 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 526 | Lincoln Land | 27 | 16 | 6 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 530 | Logan | 30 | 15 | 10 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 528 | McHenry | 30 | 15 | 5 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | Faculty Assoc. |
| 524 | Moraine Valley | 30 | DNA | 4 | Yes | 10 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 527 | Morton | 30 | 15 | 5 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 535 | Oakton | 30 | 15 | 10 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 505 | Parkland | 27 | 16 | 5 | No | 9 | Yes | Yes | 2 | Yes | Yes | Academic Employees |
| 515 | Prairie State | 30 | 15 | 4 | No | 10 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 521 | Rend Lake | 31 | 17.5 | 5 | No | 9 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 537 | Richland | 30 | 17 | 5 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 511 | Rock Valley | 30 | 15 | 5 | Yes | 9 | -- | No | -- | Yes | No | -- |
| 518 | Carl Sandburg | 30 | 15 | 5 | No | 9 | Yes | No | -- | Yes | Yes | IEA/NEA |
| 506 | Sauk Valley | 32 | 16 | 5 | Yes | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 531 | Shawnee | 30.2 | 22 | 10 | No | 9 | Yes | Yes | 4 | Yes | Yes | IEA/NEA |
| 510 | South Suburban | 30 | 15 | 5 | No | 9 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 533 | Southeastern | 30 | 20 | 10 | No | 9 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 534 | Spoon River | 30 | 18 | 10 | No | 9 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 601 | State Comm. Coll. | 28.5 | 13.5 | 10 | No | 9 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 504 | Triton | 30 | 15 | 5 | No | 10 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 516 | Waubonsee | 30 | 16.5 | 5 | No | 9 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 539 | John Wood | ** | ** | ** | No | 12 | No | -- | -- | -- | No | -- |
|  | TOTALS/AVERAGES | 29.7 | 16.2 | 7.0 | 12 = Yes<br>26 = No | 9.1 | 36 = Yes<br>2 = No | 34 = Yes<br>2 = No | 7 = 2<br>23 = 3<br>4 = 4 | 35 = Yes<br>2 = No | 36 = Yes<br>2 = No | 1 = AAUP, AFT/IFT<br>3 = Faculty Assoc.<br>11 = IEA/NEA<br>21 = IFT/AFT |

*At many colleges, weekly advising hours are included with weekly office hours.
**All full-time employees are employed on a 12-month basis with a standard 40-hour work week.

-- = Not Applicable
DNA = Data Not Available

Section V

## FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1990 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (non-teaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (non-teaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (non-teaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (non-teaching) professional staff with 9-month contracts was $35,466. For other (non-teaching) professional staff with 12-month contracts, the weighted state average salary was $27,024.

Table 10

SUMMARY OF FISCAL YEAR 1990 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NON-TEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range | | State |
|---|---|---|---|
| | Low | High | Average |
| Lowest Salaries (9 month) | $10,080 | $41,104 | $25,839 |
| Lowest Salaries (12 month) | $10,302 | $31,016 | $20,229 |
| Average Salaries (9 month) | $15,295 | $50,261 | $35,466 |
| Average Salaries (12 month) | $19,741 | $43,177 | $27,024 |
| Highest Salaries (9 month) | $21,000 | $57,329 | $42,501 |
| Highest Salaries (12 month) | $26,400 | $54,187 | $40,200 |
| Median Salaries (9 month) | $14,805 | $51,545 | $34,567 |
| Median Salaries (12 month) | $19,175 | $46,284 | $28,329 |

Illinois Community College Board

Table 11

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

| Dist. No. | District | Number of Staff | Range of Current FY 1990 Salary Lowest | Average | Highest | Median FY 1990 Salary |
|---|---|---|---|---|---|---|
| 522 | Belleville | 3 | $38,523 | $40,470 | $41,709 | $41,178 |
| 503 | Black Hawk | 5 | 24,403 | 29,105 | 34,958 | 28,089 |
| 508 | Chicago | 72 | 22,925 | 43,573 | 54,662 | 47,126 |
| 507 | Danville | 10 | 15,750 | 23,130 | 37,480 | 28,530 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 9 | 22,744 | 41,751 | 57,329 | 44,000 |
| 512 | Harper | 21 | 24,400 | 43,654 | 56,741 | 51,545 |
| 519 | Highland | 0 | -- | -- | - | -- |
| 514 | Illinois Central | 6 | 22,155 | 33,095 | 46,069 | 33,630 |
| 529 | Illinois Eastern | 0 | -- | -- | -- | -- |
| 513 | Illinois Valley | 4 | 40,141 | 40,141 | 40,141 | 40,141 |
| 525 | Joliet | 8 | 33,635 | 43,044 | 50,644 | 44,376 |
| 520 | Kankakee | 0 | -- | -- | -- | -- |
| 501 | Kaskaskia | 5 | 22,250 | 32,330 | 40,325 | 34,575 |
| 523 | Kishwaukee | 21 | 14,688 | 22,455 | 29,365 | 23,365 |
| 532 | Lake County | 15 | 35,048 | 50,261 | 54,264 | 49,443 |
| 517 | Lake Land | 6 | 19,170 | 26,190 | 37,487 | 21,602 |
| 536 | Lewis & Clark | 34 | 12,000 | 21,490 | 33,554 | 20,514 |
| 526 | Lincoln Land | 10 | 36,889 | 42,238 | 44,839 | 42,704 |
| 530 | Logan | 0 | -- | -- | -- | -- |
| 528 | McHenry | 7 | 29,520 | 34,214 | 37,135 | 34,320 |
| 524 | Moraine Valley | 24 | 19,761 | 31,204 | 44,446 | 27,695 |
| 527 | Morton | 4 | 41,104 | 44,143 | 46,425 | 44,522 |
| 535 | Oakton | 8 | 37,980 | 45,503 | 52,780 | 43,966 |
| 505 | Parkland | 12 | 12,812 | 23,449 | 43,236 | 19,754 |
| 515 | Prairie State | 5 | 33,327 | 39,141 | 45,391 | 38,212 |
| 521 | Rend Lake | 3 | 10,080 | 15,295 | 21,000 | 14,805 |
| 537 | Richland | 0 | -- | -- | -- | -- |
| 511 | Rock Valley | 7 | 33,273 | 43,981 | 50,050 | 50,050 |
| 518 | Carl Sandburg | 0 | -- | -- | -- | -- |
| 506 | Sauk Valley | 2 | 27,604 | 31,753 | 35,901 | 31,753 |
| 531 | Shawnee | 0 | -- | -- | -- | -- |
| 510 | South Suburban | 12 | 22,876 | 32,882 | 47,243 | 33,029 |
| 533 | Southeastern | 3 | 23,113 | 23,997 | 25,764 | 23,113 |
| 534 | Spoon River | 3 | 17,599 | 22,359 | 31,172 | 18,305 |
| 601 | State Comm. Coll. | 0 | -- | -- | -- | -- |
| 504 | Triton | 15 | 24,690 | 37,350 | 54,540 | 34,741 |
| 516 | Waubonsee | 3 | 30,863 | 35,373 | 37,882 | 37,373 |
| 539 | John Wood | 0 | -- | -- | -- | -- |
| | TOTALS/AVERAGES | 337 | $25,839 | $35,466 | $42,501 | $34,567 |

-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 12

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

| Dist. No. | District | Number of Staff | Range of Current FY 1990 Salary Lowest | Average | Highest | Median FY 1990 Salary |
|---|---|---|---|---|---|---|
| 522 | Belleville | 8 | $30,698 | $43,177 | $53,517 | $46,284 |
| 503 | Black Hawk | 4 | 30,969 | 38,453 | 47,225 | 37,809 |
| 508 | Chicago | 618 | 10,302 | 27,359 | 44,651 | 27,146 |
| 507 | Danville | 15 | 19,845 | 25,150 | 38,746 | 29,352 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 0 | -- | -- | -- | -- |
| 512 | Harper | 0 | -- | -- | -- | -- |
| 519 | Highland | 19 | 14,351 | 19,764 | 26,400 | 19,175 |
| 514 | Illinois Central | 26 | 20,000 | 29,726 | 41,720 | 28,982 |
| 529 | Illinois Eastern | 38 | 17,414 | 25,265 | 50,862 | 22,641 |
| 513 | Illinois Valley | 10 | 19,000 | 34,100 | 43,500 | 31,250 |
| 525 | Joliet | 0 | -- | -- | -- | -- |
| 520 | Kankakee | 43 | 10,400 | 19,741 | 43,596 | 19,227 |
| 501 | Kaskaskia | 0 | -- | -- | -- | -- |
| 523 | Kishwaukee | 0 | -- | -- | -- | -- |
| 532 | Lake County | 4 | 31,016 | 38,150 | 46,992 | 37,298 |
| 517 | Lake Land | 22 | 15,225 | 23,628 | 30,028 | 23,731 |
| 536 | Lewis & Clark | 34 | 12,000 | 21,490 | 33,554 | 20,514 |
| 526 | Lincoln Land | 3 | 23,421 | 27,687 | 31,097 | 28,542 |
| 530 | Logan | 11 | 28,079 | 38,242 | 44,885 | 39,921 |
| 528 | McHenry | 0 | -- | -- | -- | -- |
| 524 | Moraine Valley | 60 | 17,807 | 27,667 | 53,335 | 26,000 |
| 527 | Morton | 0 | -- | -- | -- | -- |
| 535 | Oakton | 0 | -- | -- | -- | -- |
| 505 | Parkland | 27 | 16,500 | 26,410 | 54,187 | 21,370 |
| 515 | Prairie State | 0 | -- | -- | -- | -- |
| 521 | Rend Lake | 17 | 15,780 | 24,340 | 31,360 | 25,500 |
| 537 | Richland | 7 | 22,597 | 35,754 | 48,339 | 32,538 |
| 511 | Rock Valley | 23 | 20,766 | 30,614 | 41,000 | 33,167 |
| 518 | Carl Sandburg | 0 | -- | -- | -- | -- |
| 506 | Sauk Valley | 6 | 22,912 | 28,658 | 40,862 | 26,645 |
| 531 | Shawnee | 7 | 23,300 | 25,229 | 28,200 | 24,600 |
| 510 | South Suburban | 0 | -- | -- | -- | -- |
| 533 | Southeastern | 7 | 23,113 | 27,657 | 34,527 | 26,206 |
| 534 | Spoon River | 8 | 19,121 | 22,343 | 27,083 | 21,417 |
| 601 | State Comm. Coll. | 10 | 22,497 | 31,036 | 38,148 | 32,464 |
| 504 | Triton | 0 | -- | -- | -- | -- |
| 516 | Waubonsee | 0 | -- | -- | -- | -- |
| 539 | John Wood | 15 | 18,609 | 26,458 | 31,186 | 26,450 |
| | TOTALS/AVERAGES | 1,042 | $20,229 | $27,024 | $40,200 | $28,329 |

-- = Not Applicable
DNA = Data Not Available

Section VI

## FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1990. The weighted average administrative staff salary ranged from a low of $35,200 to a high of $58,162. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1990 salaries; and the median fiscal year 1990 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (non-teaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1990 was $43,881. The lowest reported administrative salary was $16,325, and the highest was $105,300. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1990 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | - High | State Average |
|---|---|---|---|
| Lowest Administrative Salaries | $16,325 | $ 39,393 | $26,157 |
| Average Administrative Salaries | $35,200 | $ 58,162 | $43,881 |
| Highest Administrative Salaries | $52,850 | $105,300 | $77,953 |
| Median Administrative Salaries | $30,700 | $ 57,786 | $42,781 |

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Table 14

FISCAL YEAR 1990 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Number of Staff | Range of Current FY 1990 Salaries Lowest | Average | Highest | Median FY 1990 Salary |
|---|---|---|---|---|---|---|
| 522 | Belleville | 57 | $18,200 | $37,571 | $ 81,300 | $30,700 |
| 503 | Black Hawk | 32 | 28,607 | 44,368 | 74,250 | 46,168 |
| 508 | Chicago | 223 | 21,839 | 43,070 | 95,500 | 40,000 |
| 507 | Danville | 23 | 23,100 | 40,174 | 85,598 | 52,105 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 26 | 33,400 | 48,660 | 78,000 | 42,700 |
| 512 | Harper | 33 | 39,393 | 57,104 | 91,000 | 55,968 |
| 519 | Highland | 17 | 25,000 | 41,381 | 75,447 | 41,045 |
| 514 | Illinois Central | 41 | 32,620 | 50,691 | 82,425 | 50,200 |
| 529 | Illinois Eastern | 26 | 20,896 | 35,200 | 70,578 | 32,662 |
| 513 | Illinois Valley | 11 | 29,100 | 49,520 | 75,960 | 52,530 |
| 525 | Joliet | 45 | 21,410 | 36,480 | 83,616 | 33,705 |
| 520 | Kankakee | 19 | 25,442 | 41,584 | 67,000 | 40,127 |
| 501 | Kaskaskia | 29 | 16,325 | 36,541 | 65,000 | 35,196 |
| 523 | Kishwaukee | 22 | 23,642 | 40,675 | 78,000 | 37,600 |
| 532 | Lake County | 41 | 25,675 | 47,809 | 95,000 | 42,858 |
| 517 | Lake Land | 18 | 21,753 | 41,011 | 65,000 | 40,187 |
| 536 | Lewis & Clark | 21 | 22,000 | 40,980 | 80,000 | 40,000 |
| 526 | Lincoln Land | 26 | 26,322 | 43,384 | 82,000 | 40,694 |
| 530 | Logan | 22 | 25,984 | 47,561 | 75,400 | 47,811 |
| 528 | McHenry | 22 | 30,000 | 41,838 | 71,752 | 41,000 |
| 524 | Moraine Valley | 30 | 24,743 | 49,060 | 99,363 | 51,017 |
| 527 | Morton | 14 | 34,763 | 50,086 | 77,732 | 47,787 |
| 535 | Oakton | 28 | 35,208 | 58,162 | 89,555 | 57,786 |
| 505 | Parkland | 43 | 18,000 | 44,232 | 75,000 | 45,026 |
| 515 | Prairie State | 20 | 26,010 | 42,507 | 85,978 | 42,071 |
| 521 | Rend Lake | 22 | 30,329 | 43,293 | 65,000 | 44,470 |
| 537 | Richland | 22 | 25,080 | 41,670 | 70,000 | 43,475 |
| 511 | Rock Valley | 32 | 23,421 | 42,739 | 85,000 | 41,479 |
| 518 | Carl Sandburg | DNA | DNA | DNA | DNA | DNA |
| 506 | Sauk Valley | 22 | 22,985 | 40,914 | 73,458 | 40,522 |
| 531 | Shawnee | 11 | 27,000 | 38,382 | 60,400 | 36,400 |
| 510 | South Suburban | 29 | 25,875 | 47,036 | 75,500 | 48,500 |
| 533 | Southeastern | 15 | 18,000 | 35,533 | 71,292 | 30,725 |
| 534 | Spoon River | 13 | 26,500 | 40,276 | 60,000 | 41,928 |
| 601 | State Comm. Coll. | 15 | 27,562 | 38,561 | 52,850 | 38,121 |
| 504 | Triton | 34 | 35,176 | 52,046 | 105,300 | 49,220 |
| 516 | Waubonsee | 23 | 28,000 | 49,089 | 90,000 | 46,200 |
| 539 | John Wood | 17 | 28,450 | 39,293 | 75,000 | 34,916 |
| | TOTALS/AVERAGES | 1,144 | $26,157 | $43,881 | $ 77,953 | $42,781 |

DNA = Data Not Available

Section VII

## SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990

A summary of the fiscal year 1990 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1990. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

### SUMMARY OF FISCAL YEAR 1990 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Administrative Position | District Range Low | District Range High | State Average |
|---|---|---|---|
| Executive of the District | $52,850 | $105,300 | $77,953 |
| Campus Administrator | $40,895 | $ 74,057 | $64,482 |
| Finance Officer | $38,960 | $ 79,625 | $58,959 |
| Academic Officer | $41,456 | $ 78,439 | $57,216 |
| Student Services Officer | $42,681 | $ 77,037 | $53,482 |
| Bacc. (Arts & Sci.)/Univ. Parallel Officer | $32,921 | $ 59,533 | $50,691 |
| Occupational/Career Education Officer | $34,916 | $ 59,619 | $49,943 |
| Cont. Ed. Officer (Comm. Ed./Comm. Serv.) | $19,845 | $ 60,150 | $45,147 |
| Director of Data Processing | $22,390 | $ 64,945 | $45,331 |
| Director of Research & Planning | $26,010 | $ 62,191 | $43,770 |
| Admissions and Records Officer | $24,576 | $ 64,945 | $42,093 |
| Director of Counseling | $29,400 | $ 61,075 | $45,500 |
| Director of Financial Aid | $21,873 | $ 50,110 | $34,777 |
| Director of Job Placement | $19,075 | $ 40,576 | $29,098 |
| Director of Student Activities | $23,067 | $ 58,969 | $35,134 |
| Director of Library/LRC | $24,039 | $ 62,282 | $39,731 |
| Development/Grants Officer | $26,400 | $ 61,000 | $42,067 |
| Public Relations Officer | $22,000 | $ 57,697 | $36,567 |
| Director of Personnel | $21,753 | $ 57,902 | $43,934 |
| Director of Business Services | $22,641 | $ 62,917 | $39,223 |
| Director of Physical Facilities/Grounds | $27,430 | $ 61,722 | $41,867 |
| Director of Adult Education | $25,741 | $ 50,822 | $37,712 |
| Director of Athletics | $20,000 | $ 61,172 | $40,288 |
| Controller | $22,985 | $ 62,279 | $39,089 |

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990

| Dist. No. | District | Executive Officer | | | Campus Administrator | | | Finance Officer | | | Academic Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $ 81,300 | 2 | 1 | $58,000 | 1 | | $69,795 | 4 | | $60,000 | 1 | |
| 503 | Black Hawk | 74,250 | 2 | 1 | 52,640 | 3 | 2 | 50,110 | 11 | 2 | 59,500 | 0 | 2 |
| 508 | Chicago | 95,500 | 1 | 1 | 74,057 (8) | 1/13 | 2 | | | | 55,015 (9) | 1/7 | 3 |
| 507 | Danville | 85,598 | 1 | 1 | | | | 58,500 | | 2 | 60,956 | | 2 |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | 78,000 | 2 | 1 | | | | 66,800 | 9 | 2 | 62,000 | 3 | 2 |
| 512 | Harper | 91,000 | 1 | 1 | | | | 77,572 | 4 | 2 | 78,439 | 12 | 2 |
| 519 | Highland | 75,447 | 9 | 1 | | | | 56,300 | 17 | 2 | 50,300 | 3 | 2 |
| 514 | Illinois Central | 82,425 | 1 | 1 | | | | 61,630 | 10 | 2 | 62,052 | 1 | 2 |
| 529 | Illinois Eastern | 70,578 | 6 | 1 | 55,810 (4) | 3/12 | 2 | | | | 42,894 (4) | 1/4 | 3 |
| 513 | Illinois Valley | 75,960 | 15 | 1 | | | | 61,300 | 16 | 2 | 59,350 | 12 | 2 |
| 525 | Joliet | 83,616 | 4 | 1 | | | | 66,250 | 4 | 2 | 61,893 | 3 | 2 |
| 520 | Kankakee | 67,000 | 2 | 1 | | | | 51,711 | 5 | 2 | 53,164 | 2 | 2 |
| 501 | Kaskaskia | 65,000 | 2 | 1 | | | | 55,485 | 28 | 2 | 51,506 | 8 | 2 |
| 523 | Kishwaukee | 78,000 | 11 | 1 | | | | 40,600 | 11 | 2 | 53,400 | 2 | 3 |
| 532 | Lake County | 95,000 | 3 | 1 | | | | 69,672 | 4 | 2 | | | |
| 517 | Lake Land | 65,000 | 1 | 1 | | | | 54,067 | 3 | 2 | 56,394 | 5 | 2 |
| 536 | Lewis & Clark | 80,000 | 6 | 1 | | | | 59,200 | 2 | 2 | 56,700 | 3 | 2 |
| 526 | Lincoln Land | 82,000 | 1 | 1 | | | | 56,854 | 4 | 2 | 58,469 | 4 | 2 |
| 530 | Logan | 75,400 | 1 | 1 | | | | 65,836 | 15 | 2 | 66,169 | 10 | 2 |
| 528 | McHenry | 71,752 | 10 | 1 | | | | 55,062 | 9 | 2 | 55,062 | 5 | 2 |
| 524 | Moraine Valley | 99,363 | 8 | 1 | | | | 74,266 | 4 | 2 | 69,674 | 4 | 2 |
| 527 | Morton | 77,732 | 4 | 1 | | | | 62,160 | 4 | 2 | 60,396 | 4 | 2 |
| 535 | Oakton | 89,555 | 5 | 1 | | | | 79,625 | 17 | 2 | 77,402 | 4 | 2 |
| 505 | Parkland | 75,000 | | 1 | | | | 63,000 | 1 | 2 | 61,500 | 1 | 2 |
| 515 | Prairie State | 85,978 | 3 | 1 | | | | 63,727 | 14 | 2 | 55,860 | 3 | 2 |
| 521 | Rend Lake | 65,000 | | 1 | | | | 53,450 | 5 | 2 | 58,000 | 1 | 2 |
| 537 | Richland | 70,000 | | 1 | | | | 52,765 | | 2 | 52,660 | 2 | 2 |
| 511 | Rock Valley | 85,000 | 20 | | | | | 57,323 | 15 | 3 | 65,700 | 18 | 2 |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 73,458 | 3 | 1 | | | | 59,000 | 24 | 2 | 55,125 | 1 | 2 |
| 531 | Shawnee | 60,400 | 2 | 1 | | | | 48,500 | 3 | 2 | 45,000 | 1 | 3 |
| 510 | South Suburban | 75,500 | 2 | 1 | | | | 54,708 | 1 | 2 | 66,038 | 6 | 2 |
| 533 | Southeastern | 71,292 | 16 | 1 | | | | 51,443 | 20 | 2 | 54,246 | 10 | 2 |
| 534 | Spoon River | 60,000 | 3 | 1 | | | | 47,286 | 3 | 2 | | | |
| 601 | State Comm. Coll. | 52,850 | 3 | 1 | 40,895 | 3 | 2 | 38,690 | 3 | 2 | 41,456 | 3 | 2 |
| 504 | Triton | 105,300 | 2 | 1 | | | | | | | 77,297 | 2 | 1 |
| 516 | Waubonsee | 90,000 | 8 | 1 | | | | 68,000 | 12 | 2 | 66,500 | 2 | 2 |
| 539 | John Wood | 75,000 | 1 | 1 | | | | 53,909 | 12 | 2 | 50,826 | 1 | 2 |
| | Number of Persons | 37 | | | 15 | | | 34 | | | 46 | | |
| | AVERAGES | $ 77,953 | | | $64,482 | | | $58,959 | | | $57,216 | | |

DNA = Data Not Available

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990
(Continued)

| Dist. No. | District | Student Services Officer | | | Bacc./Univ. Parallel Officer | | | Occupational Career Officer | | | Continuing Education Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $52,000 | 1 | | $59,533 (2) | 6 | | $59,533 (3) | 6 | | $50,000 | 1 | |
| 503 | Black Hawk | 54,587 | 11 | 2 | | | | 50,110 | 1 | 3 | 51,549 | 1 | 3 |
| 508 | Chicago | 49,461 (6) | 1/8 | 3 | 50,103 (7) | 2/9 | 3 | 46,542 (4) | 1/9 | 3 | 43,463 (11) | 1/4 | 3 |
| 507 | Danville | 45,574 | | 2 | | | | 52,105 | | 2 | 19,845 | 1 | 3 |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | | | | | | | 54,100 | 3 | 3 | 50,500 | 10 | 3 |
| 512 | Harper | 69,518 | 3 | 2 | | | | | | | 56,369 | 11 | 4 |
| 519 | Highland | 57,900 | 3 | 2 | | | | | | | 30,855 | 1 | 3 |
| 514 | Illinois Central | 56,905 | 10 | 2 | 57,700 | 9 | 3 | 55,530 | 3 | 3 | 59,165 | 14 | 3 |
| 529 | Illinois Eastern | | | | | | | | | | | | |
| 513 | Illinois Valley | 50,500 | 13 | 2 | | | | 46,400 | 12 | 3 | 48,705 | 10 | 3 |
| 525 | Joliet | 59,466 | 3 | 2 | | | | 58,769 | 3 | 3 | 58,769 | 3 | 3 |
| 520 | Kankakee | 43,872 | 5 | 2 | | | | 46,132 | 11 | 3 | 48,649 | 7 | 3 |
| 501 | Kaskaskia | 48,808 | 8 | 3 | 51,263 | 6 | 3 | 48,808 | 8 | 4 | 48,200 | 11 | 4 |
| 523 | Kishwaukee | 47,400 | 9 | 3 | 49,900 | 2 | 3 | 55,200 | 12 | 3 | 43,400 | 9 | 3 |
| 532 | Lake County | 65,534 | 17 | 3 | | | | | | | 46,936 | 5 | 4 |
| 517 | Lake Land | 54,067 | 9 | 2 | | | | 46,698 | 4 | 3 | 31,798 | 5 | 4 |
| 536 | Lewis & Clark | 58,300 | 2 | 2 | | | | 48,000 | | 3 | | | |
| 526 | Lincoln Land | | | | | | | 52,414 | 9 | 3 | 52,381 | 19 | 3 |
| 530 | Logan | 62,000 | 1 | 2 | 42,305 | 1 | 4 | | | | 46,785 | 7 | 4 |
| 528 | McHenry | 45,800 | 2 | 3 | | | | | | | 47,366 | 8 | 3 |
| 524 | Moraine Valley | 77,037 | 15 | 2 | 51,017 | 3 | 3 | 54,867 | 4 | 3 | 58,798 | 4 | 3 |
| 527 | Morton | 58,632 | 8 | 2 | 47,907 | 13 | 3 | 42,583 | 2 | 3 | 47,666 | 8 | 3 |
| 535 | Oakton | 66,624 | 3 | 2 | | | | | | | 60,150 | 5 | 3 |
| 505 | Parkland | 60,000 | 1 | 2 | | | | 42,500 | 5 | 3 | 40,000 (2) | 4 | 3 |
| 515 | Prairie State | 45,208 | 1 | 2 | | | | 43,970 | 1 | 3 | 40,650 | 2 | 3 |
| 521 | Rend Lake | 48,000 | 4 | 2 | | | | 54,650 | 10 | 2 | | | |
| 537 | Richland | 48,070 | 1 | 2 | | | | | | | | | |
| 511 | Rock Valley | 46,128 | 5 | 3 | 57,123 | 12 | 3 | 57,323 | 14 | 3 | 57,323 | 11 | 3 |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 52,343 | 18 | 2 | 44,531 | 8 | 3 | 48,311 | 3 | 3 | 42,971 | 8 | 3 |
| 531 | Shawnee | 45,000 | 4 | 3 | | | | | | | 36,400 | 12 | 4 |
| 510 | South Suburban | 56,832 | 6 | 2 | 55,000 | 1 | 3 | 56,250 | 1 | 3 | 50,550 | 8 | 3 |
| 533 | Southeastern | 51,443 | 17 | 2 | | | | 47,409 | 5 | 3 | 35,112 | 14 | 3 |
| 534 | Spoon River | | | | 46,327 | 10 | 2 | 43,929 | 5 | 2 | | | |
| 601 | State Comm. Coll. | 42,681 | 12 | 2 | | | | 36,555 | | 3 | 27,176 | 3 | 4 |
| 504 | Triton | 64,735 | 2 | 1 | 49,910 | | 2 | 59,619 | | 2 | 58,161 | 2 | 2 |
| 516 | Waubonsee | 52,000 | | 3 | 59,500 | 7 | 3 | 46,200 | 7 | 4 | 32,000 | 1 | 4 |
| 539 | John Wood | 48,600 | 1 | 2 | 32,921 | 2 | 3 | 34,916 | 4 | 3 | 45,008 | 13 | 2 |
| | Number of Persons | 38 | | | 22 | | | 33 | | | 43 | | |
| | AVERAGES | $53,482 | | | $50,691 | | | $49,943 | | | $45,147 | | |

DNA = Data Not Available
NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990
(Continued)

| Dist. No. | District | Director of Data Processing | | | Director of Research/Planning | | | Admissions/Records Officer | | | Director of Counseling | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $38,600 | 2 | | $ | | | $47,900 | 1 | | $59,533 | 10 | |
| 503 | Black Hawk | 49,023 | 6 | 2 | 49,552 | 2 | 2 | 40,110 | 22 | 3 | | | |
| 508 | Chicago | 47,877 | 1 | | 37,985 (3) | 1/3 | 4 | 40,791 (6) | 1/9 | 4 | | | |
| 507 | Danville | 30,285 | 10 | 3 | 42,274 | | 2 | 38,746 | 11 | 4 | 29,400 | 1 | 4 |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | 54,900 | 7 | 3 | | | | 34,800 | | 3 | 50,500 | 9 | 3 |
| 512 | Harper | 60,922 | 9 | 3 | 55,968 | 18 | 3 | 56,215 | 10 | 3 | 47,345 | 3 | 3 |
| 519 | Highland | 25,000 | 1 | 3 | | | | 41,045 | 1 | 3 | | | |
| 514 | Illinois Central | 46,055 | 12 | 3 | 56,450 | 10 | 2 | 53,305 | 5 | 3 | 46,650 | 11 | 3 |
| 529 | Illinois Eastern | 36,487 | 1 | 2 | 41,500 | 21 | 2 | | | | | | |
| 513 | Illinois Valley | 51,400 | 11 | 2 | | | | 37,540 | 11 | 3 | | | |
| 525 | Joliet | 51,039 | 3 | 2 | 42,476 | 3 | 2 | 36,700 | 3 | 4 | 52,683 | 6 | 3 |
| 520 | Kankakee | 43,000 | 1 | 3 | | | | 38,749 | 2 | 3 | 40,127 | 1 | 3 |
| 501 | Kaskaskia | 47,366 | 12 | 4 | | | | 43,747 | 10 | 5 | | | |
| 523 | Kishwaukee | 49,400 | 11 | 3 | | | | 37,000 | 8 | 4 | | | |
| 532 | Lake County | 58,969 | 15 | 4 | | | | 58,969 | 17 | 4 | 41,465 | 3 | 4 |
| 517 | Lake Land | 40,318 | 4 | 4 | | | | 24,576 | 1 | 5 | | | |
| 536 | Lewis & Clark | 42,740 | 18 | 3 | | | | 38,310 | 7 | 3 | | | |
| 526 | Lincoln Land | 42,948 | 17 | 4 | | | | 49,184 | 9 | 3 | 51,360 | 21 | 3 |
| 530 | Logan | 36,717 | 8 | 4 | | | | 49,800 | 1 | 3 | | | |
| 528 | McHenry | 45,847 | 11 | 3 | | | | 39,324 | 9 | 3 | | | |
| 524 | Moraine Valley | 52,563 | 1 | 3 | 30,172 | 4 | 3 | 51,435 | 7 | 3 | 61,075 | 6 | 3 |
| 527 | Morton | 50,113 | 2 | 3 | | | | 36,880 | 1 | 3 | | | |
| 535 | Oakton | 64,945 | 19 | 3 | 62,191 | 4 | 3 | 64,945 | 19 | 3 | 57,577 | 3 | 3 |
| 505 | Parkland | 48,000 | 2 | 3 | 49,211 | 18 | 3 | 40,000 | 11 | 3 | 51,607 | 1 | 3 |
| 515 | Prairie State | 48,417 | 4 | 3 | 26,010 | | 3 | 43,492 | 12 | 3 | | | |
| 521 | Rend Lake | | | | | | | 33,000 | 9 | 3 | 36,032 | 3 | 3 |
| 537 | Richland | 32,046 | 8 | 4 | 49,070 | 15 | 3 | 44,986 | 1 | 4 | | | |
| 511 | Rock Valley | 48,750 | | 4 | | | | 44,866 | 11 | 4 | | | |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 43,076 | 18 | 4 | 43,050 | 8 | 4 | 35,558 | 1 | 4 | | | |
| 531 | Shawnee | 31,400 | 6 | 4 | | | | | | | 32,200 | 3 | 4 |
| 510 | South Suburban | 49,028 | 9 | 5 | | | | 48,500 | 1 | 4 | | | |
| 533 | Southeastern | | | | | | | | | | 34,201 | 12 | 4 |
| 534 | Spoon River | 40,491 | 11 | 3 | 36,327 | 12 | 2 | | | | 31,651 | 6 | 3 |
| 601 | State Comm. Coll. | 22,390 | 5 | 3 | 44,817 | 4 | 2 | 28,459 | 9 | 3 | 35,095 | 8 | 3 |
| 504 | Triton | 60,774 | 12 | 3 | 44,842 | 6 | 4 | 44,460 | 5 | 2 | 60,495 | 1 | 2 |
| 516 | Waubonsee | 53,500 | 11 | 3 | | | | | | | | | |
| 539 | John Wood | 42,212 | 10 | 3 | | | | 30,095 | 10 | 3 | | | |
| | Number of Persons | 35 | | | 18 | | | 37 | | | 18 | | |
| | AVERAGES | $45,331 | | | $43,770 | | | $42,093 | | | $45,500 | | |

DNA = Data Not Available
NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990
(Continued)

| Dist. No. | District | Director of Financial Aid | | | Director of Job Placement | | | Director of Student Activities | | | Director of Library/LRC | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $34,600 | 2 | | $ | | | $ | | | $55,257 | 20 | |
| 503 | Black Hawk | 50,110 | 21 | 3 | 31,113 | 17 | 3 | | | | 30,351 | 7 | 3 |
| 508 | Chicago | 40,594 (6) | 4/11 | 4 | | | | 26,207 (2) | 1/5 | 4 | 38,970 | 3 | 4 |
| 507 | Danville | | | | 23,317 | 1 | 4 | | | | 43,041 | 8 | 3 |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | 47,600 | 15 | 3 | | | | 44,900 | 6 | 3 | 57,000 | 13 | 3 |
| 512 | Harper | 40,815 | 2 | 4 | 39,393 | 3 | 4 | 44,558 | 12 | 3 | 54,838 | 3 | 3 |
| 519 | Highland | 34,400 | 6 | 3 | 19,075 | 2 | 4 | | | | 34,775 | 6 | 3 |
| 514 | Illinois Central | 38,710 | 5 | 3 | | | | | | | 56,475 | 17 | 3 |
| 529 | Illinois Eastern | 22,641 (3) | 4/5 | 4 | | | | | | | 24,710 (4) | 1/19 | 4 |
| 513 | Illinois Valley | 29,100 | 3 | 3 | | | | | | | 41,670 | 19 | 3 |
| 525 | Joliet | 34,689 | 6 | 5 | 26,699 | 3 | 5 | 28,408 | | 5 | | | |
| 520 | Kankakee | 32,971 | 2 | 3 | 25,763 | 2 | 3 | 23,153 | 2 | 3 | | | |
| 501 | Kaskaskia | 21,873 | 4 | 5 | | | | 30,740 | 1 | 4 | 44,489 | 14 | 3 |
| 523 | Kishwaukee | 28,246 | 9 | 4 | | | | 23,642 | 6 | 4 | 28,000 | 1 | 4 |
| 532 | Lake County | 45,203 | 8 | 4 | 32,521 | 6 | 5 | 58,969 | 20 | 4 | 62,282 | 18 | 3 |
| 517 | Lake Land | 34,124 | 17 | 5 | 19,169 | 1 | 5 | | | | 24,039 | 18 | 5 |
| 536 | Lewis & Clark | 24,590 | 5 | 4 | 22,000 | 6 | 4 | 42,540 | 5 | 3 | | | |
| 526 | Lincoln Land | 34,920 | 5 | 4 | | | | 35,038 | 4 | 4 | | | |
| 530 | Logan | 48,837 | 8 | 4 | | | | 40,425 | 16 | 4 | 58,126 | 18 | 3 |
| 528 | McHenry | 30,668 | 3 | 4 | | | | 23,067 | 6 | 4 | 45,800 | 2 | 3 |
| 524 | Moraine Valley | 29,410 | 7 | 4 | 30,238 | 2 | 5 | 24,743 | 2 | 4 | 35,489 | 2 | 4 |
| 527 | Morton | | | | | | | | | | 41,664 | 5 | 3 |
| 535 | Oakton | | | | | | | 35,208 | 4 | 3 | | | |
| 505 | Parkland | 30,000 | 1 | 4 | 40,576 | | 4 | 52,903 | 1 | 4 | 39,328 | 1 | 3 |
| 515 | Prairie State | | | | 30,366 | 2 | 3 | 35,215 | | | 33,398 | 4 | 3 |
| 521 | Rend Lake | 31,900 | 9 | 3 | 35,800 | 8 | 3 | | | | 44,000 | 10 | 3 |
| 537 | Richland | 25,282 | 1 | 4 | | | | 35,202 | 5 | 4 | 43,982 | 8 | 4 |
| 511 | Rock Valley | 42,509 | 9 | 4 | | | | 33,228 | 2 | 4 | 49,946 | 20 | 4 |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 43,076 | 19 | 4 | | | | | | | | | |
| 531 | Shawnee | 30,400 | | 5 | | | | | | | 37,900 | 20 | 4 |
| 510 | South Suburban | 41,800 | 1 | 5 | | | | 31,538 | 3 | 5 | 41,270 | 3 | 5 |
| 533 | Southeastern | 33,568 | 6 | 4 | | | | | | | 36,852 | 25 | 4 |
| 534 | Spoon River | | | | | | | 41,928 | 16 | 3 | 31,362 | 5 | 3 |
| 601 | State Comm. Coll. | 27,562 | 5 | 3 | 31,337 | 4 | 4 | | | | 36,372 | 14 | 3 |
| 504 | Triton | 35,840 | 2 | 5 | | | | | | | | | |
| 516 | Waubonsee | | | | | | | | | | 37,500 | 1 | 3 |
| 539 | John Wood | 32,064 | 8 | 3 | | | | | | | 28,100 | 1 | 3 |
| | Number of Persons | 38 | | | 14 | | | 21 | | | 33 | | |
| | AVERAGES | $34,777 | | | $29,098 | | | $35,134 | | | $39,731 | | |

DNA = Data Not Available
NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990
(Continued)

| Dist. No. | District | Development/Grants Officer | | | Public Relations Officer | | | Director of Personnel | | | Business Services Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $45,100 | 17 | | $30,000 | 1 | | $50,691 | 6 | | $39,786 | 18 | |
| 503 | Black Hawk | | | | 41,601 | 6 | 3 | 46,689 | 1 | 2 | 31,340 | 3 | 3 |
| 508 | Chicago | 55,054 | 5 | 3 | | | | | | | 42,463 (6) | 3/10 | 4 |
| 507 | Danville | | | | 26,468 | 2 | 2 | 46,526 | 3 | 2 | | | |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | | | | 43,500 | 18 | 3 | | | | 40,600 | 5 | 3 |
| 512 | Harper | 52,866 | 3 | 2 | 56,578 | 14 | 4 | 56,467 | 7 | 3 | 62,917 | 4 | 3 |
| 519 | Highland | 26,400 | 2 | 4 | 22,000 | 1 | 4 | | | | 24,824 | 9 | 4 |
| 514 | Illinois Central | 57,280 | 1 | 3 | 42,460 | 8 | 3 | 54,870 | 12 | 3 | | | |
| 529 | Illinois Eastern | | | | 22,207 (2) | 1/2 | 4 | 25,032 | 3 | 2 | 22,641 (3) | 1/4 | 4 |
| 513 | Illinois Valley | | | | 42,800 | 20 | 2 | | | | | | |
| 525 | Joliet | 36,915 | 1 | 2 | 43,506 | 11 | 2 | 44,892 | 6 | 2 | 44,085 | 9 | 4 |
| 520 | Kankakee | | | | 38,161 | 4 | 2 | | | | 34,000 | 7 | 3 |
| 501 | Kaskaskia | 27,971 | 4 | 3 | 43,789 | 1 | 4 | | | | | | |
| 523 | Kishwaukee | 38,200 | 5 | 2 | 29,600 | 6 | 2 | | | | | | |
| 532 | Lake County | 30,000 | | 4 | 41,174 | 9 | 5 | 34,259 | | 5 | 58,479 | 8 | 3 |
| 517 | Lake Land | | | | 29,282 | 6 | 4 | 21,753 | 6 | 5 | 40,055 | 12 | 4 |
| 536 | Lewis & Clark | | | | 40,000 | | 3 | | | | | | |
| 526 | Lincoln Land | | | | 27,063 | 4 | 4 | 44,707 | 15 | 4 | | | 3 |
| 530 | Logan | 48,988 | 14 | 4 | 35,055 | 5 | 4 | | | | | | |
| 528 | McHenry | | | | 35,281 | 15 | 3 | 37,067 | 11 | 3 | 33,050 | 5 | 3 |
| 524 | Moraine Valley | | | | 31,008 | 5 | 3 | 42,456 | 6 | 3 | 35,030 | 4 | 3 |
| 527 | Morton | | | | 49,360 | 18 | 3 | 47,191 | 4 | 3 | | | |
| 535 | Oakton | 43,389 | 5 | 3 | 54,114 | 4 | 3 | 57,902 | 13 | 3 | 44,686 | 8 | 3 |
| 505 | Parkland | | | | 30,000 | | 3 | 37,500 | | 3 | | | |
| 515 | Prairie State | | | | 37,386 | 5 | 3 | 39,824 | 5 | 3 | | | |
| 521 | Rend Lake | 37,220 | 1 | 3 | 30,329 | 11 | 3 | | | | | | |
| 537 | Richland | | | | | | | | | | 30,050 | 2 | 4 |
| 511 | Rock Valley | | | | 43,255 | 13 | 4 | | | | | | |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 28,329 | 1 | 5 | 32,500 | | 4 | | | | 39,858 | 2 | 4 |
| 531 | Shawnee | | | | 27,000 | 2 | 4 | | | | | | |
| 510 | South Suburban | 52,767 | 2 | 3 | 39,744 | 3 | 5 | 56,692 | 1 | 3 | | | |
| 533 | Southeastern | 28,819 | 6 | 4 | | | | | | | | | |
| 534 | Spoon River | | | | | | | 44,242 | 8 | 2 | | | |
| 601 | State Comm. Coll. | | | | | | | 34,241 | 3 | 3 | | | |
| 504 | Triton | 44,842 | 7 | 4 | 57,697 | 1 | 4 | 49,220 | 1 | 4 | 44,606 | 1 | 5 |
| 516 | Waubonsee | 61,000 | 5 | 3 | 32,000 | 1 | 4 | 50,400 | 11 | 3 | 54,500 | 4 | 3 |
| 539 | John Wood | | | | 29,580 | 1 | 3 | | | | | | |
| | Number of Persons | 17 | | | 33 | | | 21 | | | 25 | | |
| | AVERAGES | $42,067 | | | $36,567 | | | $43,934 | | | $39,223 | | |

DNA = Data Not Available
NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1990
(Continued)

| Dist. No. | District | Physical Facil./Grounds Officer | | | Adult Basic/Secondary Educ. | | | Director of Athletics | | | Controller | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level | Annual Salary | Years in Position | Admin. Level |
| 522 | Belleville | $38,600 | 4 | | $50,000 | 1 | | $33,851 | 10 | | $ | | |
| 503 | Black Hawk | 48,179 | 21 | 3 | 47,255 | 16 | 3 | 36,522 | 3 | 3 | | | |
| 508 | Chicago | 58,854 | 12 | 4 | 38,378 (4) | 1/4 | 4 | 51,360 | 1 | 3 | | | |
| 507 | Danville | 37,690 | 15 | 3 | 31,500 | 1 | 3 | | | | 38,420 | 3 | 3 |
| 502 | DuPage | DNA | | | DNA | | | DNA | | | DNA | | |
| 509 | Elgin | 49,200 | 9 | 3 | 38,200 | 3 | 3 | | | | 49,000 | 15 | 3 |
| 512 | Harper | 61,722 | 7 | 3 | 50,822 | 6 | 4 | 61,172 | 22 | 4 | | | |
| 519 | Highland | 41,475 | 9 | 3 | | | | 35,775 | 9 | 3 | 26,175 | 1 | 3 |
| 514 | Illinois Central | 50,200 | 10 | 3 | | | | | | | 35,055 | 1 | 3 |
| 529 | Illinois Eastern | | | | | | | | | | 42,700 | 12 | 2 |
| 513 | Illinois Valley | | | | | | | | | | | | |
| 525 | Joliet | 43,689 | 3 | 4 | 38,181 | 5 | 4 | 36,000 | | 4 | 44,085 | 9 | 4 |
| 520 | Kankakee | 39,748 | 11 | 3 | | | | 43,623 | 11 | 3 | | | |
| 501 | Kaskaskia | 30,788 | 18 | 4 | | | | | | | 23,498 | 5 | 4 |
| 523 | Kishwaukee | 34,900 | 12 | 3 | 31,400 | 6 | 3 | 27,259 | 4 | 4 | | | |
| 532 | Lake County | 53,033 | 20 | 4 | | | | 42,858 | 3 | 4 | 26,574 | 5 | 5 |
| 517 | Lake Land | 35,069 | 3 | 5 | 25,741 | 3 | 5 | | | | | | |
| 536 | Lewis & Clark | 30,000 | | 3 | 31,800 | 1 | 3 | | | | | | |
| 526 | Lincoln Land | 41,376 | 9 | 4 | 40,694 | 3 | 4 | | | | | | |
| 530 | Logan | 27,430 (2) | 5 | 5 | 45,000 | 1 | 3 | | | | 54,959 | 15 | 3 |
| 528 | McHenry | 36,396 | 10 | 3 | 36,933 | 13 | 4 | | | | 31,000 | 1 | 3 |
| 524 | Moraine Valley | 41,918 | 1 | 3 | 32,031 | 3 | 5 | 32,616 | 6 | 3 | 41,060 | 3 | 3 |
| 527 | Morton | 44,162 | 2 | 3 | | | | | | | | | |
| 535 | Oakton | 55,550 | | 3 | | | | 52,309 | 17 | 3 | 49,984 | 14 | 3 |
| 505 | Parkland | 59,000 | 1 | 3 | | | | 45,000 | 1 | 3 | | | |
| 515 | Prairie State | 45,972 | 13 | 3 | | | | | | | 35,215 | 1 | 3 |
| 521 | Rend Lake | 35,500 | 2 | 3 | 37,200 | 4 | 3 | 45,500 | 8 | 3 | | | |
| 537 | Richland | 36,053 | 1 | 4 | | | | | | | | | |
| 511 | Rock Valley | 39,766 | 6 | 4 | 38,830 | 6 | 4 | 38,000 | | 4 | 38,595 | 12 | |
| 518 | Carl Sandburg | DNA | | | DNA | | | DNA | | | DNA | | |
| 506 | Sauk Valley | 38,918 | 17 | 4 | | | | | | | 22,985 | 5 | 5 |
| 531 | Shawnee | 28,000 | 6 | 5 | | | | 20,000 | 3 | 5 | | | |
| 510 | South Suburban | 45,549 | 8 | 5 | 46,824 | 2 | 3 | 47,742 | 4 | 5 | 52,410 | 11 | 3 |
| 533 | Southeastern | | | | | | | | | | | | |
| 534 | Spoon River | | | | 26,500 | 1 | 3 | | | | | | |
| 601 | State Comm. Coll. | 27,485 | 3 | 3 | | | | | | | | | |
| 504 | Triton | 45,475 | 1 | 2 | 35,176 | | 5 | 42,758 | 8 | 5 | 62,279 | 15 | 3 |
| 516 | Waubonsee | 52,500 | 5 | 3 | 39,500 | 2 | 3 | | | | 32,750 | 11 | 4 |
| 539 | John Wood | | | | 28,000 | 1 | 3 | | | | 35,952 | 6 | 3 |
| | Number of Persons | 33 | | | 24 | | | 17 | | | 19 | | |
| | AVERAGES | $41,867 | | | $37,712 | | | $40,288 | | | $39,089 | | |

DNA = Data Not Available
NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

## Section VIII

## SUMMARY OF FISCAL YEAR 1990 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1990 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 13 positions community college classified salaries were higher and for 13 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1990*

| Title | Number of Employees | Low Salary | Average Salary | High Salary |
|---|---|---|---|---|
| Accountant I | 41 | $1,189 | $1,908 | $2,686 |
| Accountant II | 30 | 1,548 | 2,193 | 3,214 |
| Account Clerk I | 93 | 1,033 | 1,565 | 2,425 |
| Account Clerk II | 103 | 798 | 1,661 | 2,809 |
| Admissions/Records Clerk | 157 | 897 | 1,281 | 1,652 |
| Admissions/Records Supervisor | 63 | 1,310 | 2,077 | 2,625 |
| Audio/Visual Services Manager | 34 | 1,020 | 1,896 | 3,054 |
| Bookstore Manager | 29 | 800 | 1,948 | 3,024 |
| Clerk Typist | 695 | 793 | 1,353 | 1,958 |
| Computer Operator I | 81 | 957 | 1,537 | 1,993 |
| Computer Operator II | 40 | 1,243 | 1,682 | 2,435 |
| Computer Programmer I | 21 | 1,143 | 1,862 | 2,490 |
| Computer Programmer II | 24 | 1,521 | 2,081 | 2,668 |
| Computer Systems Analyst | 27 | 1,866 | 2,836 | 3,893 |
| Custodian | 643 | 854 | 1,499 | 2,058 |
| Custodian Supervisor | 44 | 1,184 | 2,048 | 3,369 |
| Keypunch Oper./Data Entry Clerk | 55 | 1,081 | 1,641 | 2,544 |
| Library Clerk | 158 | 792 | 1,473 | 2,355 |
| Programmer/Analyst | 35 | 1,330 | 2,305 | 3,204 |
| Purchasing Clerk | 19 | 1,201 | 1,488 | 2,029 |
| Purchasing Supervisor | 34 | 1,567 | 2,330 | 3,154 |
| Receptionist/Switchboard Operator | 77 | 907 | 1,412 | 2,092 |
| Secretary - General | 586 | 892 | 1,381 | 2,040 |
| Secretary - Administrative | 298 | 1,159 | 1,677 | 2,423 |
| Secretary - Executive | 113 | 1,500 | 2,063 | 2,809 |
| Security Officer/Guard | 83 | 1,119 | 1,646 | 2,438 |
| Security Supervisor | 34 | 1,007 | 2,597 | 3,958 |
| Shipping/Receiving Clerk | 44 | 840 | 1,515 | 2,343 |

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

NOTE: Data for the College of DuPage, Richland Community College, and Carl Sandburg College were not included in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1990 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES*

| Title | University Civil Service Monthly Mean Salary | Community College Monthly Mean Salary | Difference in Mean Salaries | Percent Difference in Mean Salaries |
|---|---|---|---|---|
| Accountant I | $1,878 | $1,908 | $ 30 | 1.6% |
| Accountant II | 2,223 | 2,193 | -30 | -1.3% |
| Account Clerk I | 1,299 | 1,565 | 266 | 20.5% |
| Account Clerk II | 1,546 | 1,661 | 115 | 7.4% |
| Admissions/Records Clerk | 1,403 | 1,281 | -122 | -8.7% |
| Admissions/Records Supervisor | 2,232 | 2,077 | -155 | -6.9% |
| Audio/Visual Services Manager | 2,876 | 1,896 | -980 | -34.1% |
| Bookstore Manager | 2,750 | 1,948 | -802 | -29.1% |
| Clerk Typist | 964 | 1,353 | 389 | 40.4% |
| Computer Operator I | 1,569 | 1,537 | -32 | -2.0% |
| Computer Operator II | 1,958 | 1,682 | -276 | -14.1% |
| Computer Programmer I | 1,452 | 1,862 | 410 | 28.2% |
| Computer Programmer II | 1,823 | 2,081 | 258 | 14.2% |
| Computer Systems Analyst | 2,922 | 2,836 | -86 | -2.9% |
| Custodian | 1,448 | 1,499 | 51 | 3.5% |
| Custodian Supervisor | 2,372 | 2,048 | -324 | -13.6% |
| Keypunch Oper./Data Entry Clerk | 1,177 | 1,641 | 464 | 39.4% |
| Library Clerk | 1,105 | 1,473 | 368 | 33.3% |
| Purchasing Clerk | 1,988 | 1,488 | -500 | -25.1% |
| Purchasing Supervisor | 3,507 | 2,330 | -1,177 | -33.6% |
| Secretary - General | 1,248 | 1,381 | 133 | 10.7% |
| Secretary - Administrative | 1,888 | 1,677 | -211 | -11.2% |
| Secretary - Executive | 2,511 | 2,063 | -448 | -17.8% |
| Security Officer/Guard | 1,300 | 1,646 | 346 | 26.6% |
| Security Supervisor | 1,733 | 2,597 | 864 | 49.9% |
| Shipping/Receiving Clerk | 1,224 | 1,515 | 291 | 23.8% |

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

NOTE: Data for the College of DuPage, Richland Community College, and Carl Sandburg College were not included in this table.

Section IX

## FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1989

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1989. Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

SUMMARY OF AVERAGE FISCAL YEAR 1989 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range | | State |
|---|---|---|---|
| | Low | High | Average |
| Administrative | $ 623 | $7,209 | $3,346 |
| 9 Month Teaching Faculty | $ 333 | $6,606 | $2,993 |
| 12 Month Teaching Faculty | $ 353 | $4,424 | $2,655 |
| 9 Month Other Professional (Non-teaching) | $ 954 | $5,971 | $2,870 |
| 12 Month Other Professional (Non-teaching) | $ 625 | $5,303 | $2,943 |
| Classified | $ 587 | $5,337 | $2,891 |

Illinois Community College Board

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1989

| Dist. No. | District | Health Insurance | Health Insurance for Family Dependents | Dental Insurance | Life Insurance | Employees SURS Contrib. Paid by College | Social Security | Medicare | Worker's Compensation | Unemployment Insurance | Disability | Free or Partial Tuition for Family | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 522 | Belleville | x | x | | x | x* | | x | x | x | x | x | x |
| 503 | Black Hawk | x | x | x | x | x* | | x | x | x | x | x | x |
| 508 | Chicago | x | | x | x | | | | x | x | | | |
| 507 | Danville | x | x | | x | | | x | x | x | | x | x |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | x | | x | x | | | x | x | x | | x | |
| 512 | Harper | x | x | x | x | x* | | x | x | x | x | | |
| 519 | Highland | x | x | | x | x* | | x | x | x | | x | x |
| 514 | Illinois Central | x | x | x | x | | | x | x | x | x | | |
| 529 | Illinois Eastern | x | | x | x | | | x | x | x | | x | |
| 513 | Illinois Valley | x | x | | x | x* | | x | x | x | | | |
| 525 | Joliet | x | x | x | x | | | x | x | x | x | x | |
| 520 | Kankakee | x | | x | x | x* | | x | x | x | x | | |
| 501 | Kaskaskia | x | x | | x | x* | | x | x | x | | x | |
| 523 | Kishwaukee | x | x | x | x | | | x | x | x | | x | x |
| 532 | Lake County | x | | | x | | | x | x | x | x | x | x |
| 517 | Lake Land | x | | x | x | | | x | x | x | | x | |
| 536 | Lewis & Clark | x | x | x | x | | | x | x | x | x | | |
| 526 | Lincoln Land | x | | x | x | | | x | x | x | | x | |
| 530 | Logan | x | x | x | x | | | x | x | x | | x | |
| 528 | McHenry | x | x | x | x | | | x | x | | | x | x |
| 524 | Moraine Valley | x | | | x | | | x | x | x | x | x | x |
| 527 | Morton | x | | | x | x* | | x | x | x | | x | x |
| 535 | Oakton | x | x | x | x | | | x | | x | | x | x |
| 505 | Parkland | x | x | x | x | | | x | x | x | x | x | x |
| 515 | Prairie State | x | x | | x | x* | | x | x | x | x | x | |
| 521 | Rend Lake | x | | x | x | | | x | x | x | | | |
| 517 | Richland | x | x | x | x | x* | | x | x | x | x | x | |
| 511 | Rock Valley | x | x | x | x | | | x | x | x | | x | x |
| 518 | Carl Sandburg | x | | x | x | | | x | x | | | x | x |
| 506 | Sauk Valley | x | x | | x | | | x | x | x | x | | x |
| 531 | Shawnee | | | | | | | x | x | x | | x | |
| 510 | South Suburban | x | | x | x | x* | | x | x | | | x | |
| 533 | Southeastern | x | x | | x | | | x | x | x | | x | |
| 534 | Spoon River | x | x | x | x | | | x | x | x | | x | |
| 601 | State Comm. Coll. | -- | -- | -- | -- | -- | | -- | -- | -- | -- | -- | -- |
| 504 | Triton | x | x | x | x | x* | | x | x | x | x | x | x |
| 516 | Waubonsee | x | x | x | x | | | x | x | x | x | | |
| 539 | John Wood | x | x | | x | | | x | x | x | x | x | x |

*Paid for selected teaching administrators only.
-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1989 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Administrative Staff Number | Administrative Staff Total Cost | Administrative Staff Cost Per Employee | 9-Month Teaching Faculty Number | 9-Month Teaching Faculty Total Cost | 9-Month Teaching Faculty Cost Per Employee | 12-Month Teaching Faculty Number | 12-Month Teaching Faculty Total Cost | 12-Month Teaching Faculty Cost Per Employee |
|---|---|---|---|---|---|---|---|---|---|---|
| 522 | Belleville | 54 | $ 210,452 | $3,897 | 98 | $ 358,903 | $3,662 | 6 | $ 26,546 | $4,424 |
| 503 | Black Hawk | 36 | 131,480 | 3,652 | 142 | 442,040 | 3,113 | 4 | 11,478 | 2,870 |
| 508 | Chicago | 195 | 631,612 | 3,239 | 1,006 | 3,257,745 | 3,238 | 0 | 0 | 0 |
| 507 | Danville | 23 | 57,756 | 2,511 | 56 | 100,068 | 1,787 | 7 | 11,777 | 1,682 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 26 | 131,076 | 5,041 | 89 | 441,540 | 4,961 | 0 | 0 | 0 |
| 512 | Harper | 33 | 187,317 | 5,676 | 175 | 612,708 | 3,501 | 1 | 2,625 | 2,625 |
| 519 | Highland | 12 | 63,273 | 5,273 | 43 | 160,867 | 3,741 | 0 | 0 | 0 |
| 514 | Illinois Central | 37 | 121,182 | 3,275 | 168 | 466,991 | 2,780 | 0 | 0 | 0 |
| 529 | Illinois Eastern | 32 | 53,407 | 1,669 | 95 | 153,570 | 1,617 | 12 | 19,268 | 1,606 |
| 513 | Illinois Valley | 12 | 84,979 | 7,082 | 72 | 178,282 | 2,476 | 0 | 0 | 0 |
| 525 | Joliet | 46 | 47,148 | 1,025 | 139 | 130,899 | 942 | 0 | 0 | 0 |
| 520 | Kankakee | 19 | 63,148 | 3,324 | 48 | 121,239 | 2,526 | 6 | 18,398 | 3,066 |
| 501 | Kaskaskia | 28 | 82,925 | 2,962 | 51 | 135,760 | 2,662 | 0 | 0 | 0 |
| 523 | Kishwaukee | 22 | 38,990 | 1,772 | 63 | 102,191 | 1,622 | 0 | 0 | 0 |
| 532 | Lake County | 43 | 101,118 | 2,352 | 167 | 55,549 | 333 | 0 | 0 | 0 |
| 517 | Lake Land | 18 | 47,516 | 2,640 | 82 | 205,525 | 2,506 | 7 | 18,435 | 2,634 |
| 536 | Lewis & Clark | 18 | 40,027 | 2,224 | 77 | 154,407 | 2,005 | 0 | 0 | 0 |
| 526 | Lincoln Land | 28 | 53,341 | 1,905 | 115 | 213,506 | 1,857 | 1 | 2,447 | 2,447 |
| 530 | Logan | 20 | 60549 | 3,027 | 63 | 175223 | 2,781 | 0 | 0 | 0 |
| 528 | McHenry | 23 | 128,140 | 5,571 | 54 | 39,586 | 733 | 0 | 0 | 0 |
| 524 | Moraine Valley | 30 | 103,158 | 3,439 | 158 | 543,768 | 3,442 | 24 | 93,349 | 3,890 |
| 527 | Morton | 14 | 53,631 | 3,831 | 59 | 216,963 | 3,677 | 0 | 0 | 0 |
| 535 | Oakton | 28 | 127,240 | 4,544 | 133 | 483,827 | 3,638 | 0 | 0 | 0 |
| 505 | Parkland | 39 | 120,305 | 3,085 | 142 | 361,076 | 2,543 | 0 | 0 | 0 |
| 515 | Prairie State | 20 | 78,124 | 3,906 | 85 | 290,718 | 3,420 | 0 | 0 | 0 |
| 521 | Rend Lake | 21 | 37,424 | 1,782 | 34 | 57,830 | 1,701 | 19 | 33,707 | 1,774 |
| 537 | Richland | 18 | 62,471 | 3,471 | 46 | 166,501 | 3,620 | 0 | 0 | 0 |
| 511 | Rock Valley | 30 | 114,037 | 3,801 | 128 | 485,108 | 3,790 | 4 | 14,965 | 3,741 |
| 518 | Carl Sandburg | 14 | 23,843 | 1,703 | 51 | 86,968 | 1,705 | 0 | 0 | 0 |
| 506 | Sauk Valley | 19 | 76,277 | 4,015 | 45 | 158,517 | 3,523 | 2 | 8,758 | 4,379 |
| 531 | Shawnee | 12 | 7,477 | 623 | 23 | 15,242 | 663 | 2 | 706 | 353 |
| 510 | South Suburban | 28 | 90,261 | 3,224 | 98 | 276,449 | 2,821 | 0 | 0 | 0 |
| 533 | Southeastern | 14 | 24,525 | 1,752 | 38 | 64,718 | 1,703 | 5 | 8,398 | 1,680 |
| 534 | Spoon River | 13 | 39,079 | 3,006 | 33 | 98,156 | 2,974 | 0 | 0 | 0 |
| 601 | State Comm. Coll. | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 504 | Triton | 34 | 245,102 | 7,209 | 206 | 1,360,740 | 6,606 | 0 | 0 | 0 |
| 516 | Waubonsee | 22 | 90,502 | 4,114 | 58 | 217,630 | 3,752 | 0 | 0 | 0 |
| 539 | John Wood | 16 | 41,625 | 2,602 | 0 | 0 | 0 | 26 | 63,713 | 2,451 |
| | TOTALS/AVERAGES | 1,097 | $3,670,517 | $3,346 | 4,140 | $12,390,809 | $2,993 | 126 | $334,570 | $2,655 |

-- = Not Applicable
DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1989 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES
(Continued)

| Dist. No. | District | 9-Month Other (Non-Teaching) Professional Staff | | | 12-Month Other (Non-Teaching) Professional Staff | | | Classified Staff | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 522 | Belleville | 3 | $ 5,998 | $1,999 | 7 | $ 28,241 | $4,034 | 100 | $ 311,160 | $3,112 |
| 503 | Black Hawk | 5 | 10,049 | 2,010 | 4 | 10,642 | 2,661 | 182 | 448,731 | 2,466 |
| 508 | Chicago | 75 | 243,193 | 3,243 | 519 | 1,680,863 | 3,239 | 859 | 2,781,673 | 3,238 |
| 507 | Danville | 10 | 13,872 | 1,387 | 15 | 27,074 | 1,805 | 90 | 180,808 | 2,009 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 9 | 44,355 | 4,928 | 0 | 0 | 0 | 96 | 512,365 | 5,337 |
| 512 | Harper | 21 | 69,275 | 3,299 | 0 | 0 | 0 | 319 | 990,907 | 3,106 |
| 519 | Highland | 0 | 0 | 0 | 17 | 38,664 | 2,274 | 45 | 104,746 | 2,328 |
| 514 | Illinois Central | 6 | 15,896 | 2,649 | 23 | 60,875 | 2,647 | 156 | 486,333 | 3,118 |
| 529 | Illinois Eastern | 0 | 0 | 0 | 38 | 66,789 | 1,758 | 90 | 144,936 | 1,610 |
| 513 | Illinois Valley | 4 | 10,763 | 2,691 | 9 | 47,730 | 5,303 | 67 | 133,579 | 1,994 |
| 525 | Joliet | 8 | 7,993 | 999 | 0 | 0 | 0 | 152 | 133,892 | 881 |
| 520 | Kankakee | 0 | 0 | 0 | 33 | 71,892 | 2,179 | 56 | 81,290 | 1,452 |
| 501 | Kaskaskia | 5 | 12,030 | 2,406 | 0 | 0 | 0 | 43 | 116,478 | 2,709 |
| 523 | Kishwaukee | 22 | 38,189 | 1,736 | 0 | 0 | 0 | 55 | 93,876 | 1,707 |
| 532 | Lake County | 10 | 17,141 | 1,714 | 31 | 67,047 | 2,163 | 134 | 402,977 | 3,007 |
| 517 | Lake Land | 6 | 14,274 | 2,379 | 21 | 49,985 | 2,380 | 74 | 180,588 | 2,440 |
| 536 | Lewis & Clark | 0 | 0 | 0 | 24 | 51,878 | 2,162 | 65 | 128,283 | 1,974 |
| 526 | Lincoln Land | 10 | 17,096 | 1,710 | 3 | 5,245 | 1,748 | 92 | 151,616 | 1,648 |
| 530 | Logan | 0 | 0 | 0 | 11 | 29,335 | 2,667 | 55 | 129,750 | 2,359 |
| 528 | McHenry | 7 | 6,675 | 954 | 0 | 0 | 0 | 60 | 307,355 | 5,123 |
| 524 | Moraine Valley | 24 | 83,454 | 3,477 | 60 | 209,988 | 3,500 | 166 | 572,013 | 3,446 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 | 0 | 76 | 273,031 | 3,593 |
| 535 | Oakton | 8 | 22,580 | 2,823 | 0 | 0 | 0 | 218 | 616,579 | 2,828 |
| 505 | Parkland | 14 | 35,409 | 2,529 | 23 | 55,139 | 2,397 | 81 | 160,785 | 1,985 |
| 515 | Prairie State | 5 | 15,826 | 3,165 | 0 | 0 | 0 | 76 | 196,084 | 2,580 |
| 521 | Rend Lake | 3 | 4,809 | 1,603 | 16 | 26,349 | 1,647 | 42 | 91,005 | 2,167 |
| 537 | Richland | 0 | 0 | 0 | 11 | 42,470 | 3,861 | 59 | 210,557 | 3,569 |
| 511 | Rock Valley | 7 | 26,698 | 3,814 | 17 | 66,698 | 3,923 | 124 | 442,625 | 3,570 |
| 518 | Carl Sandburg | 6 | 8,985 | 1,498 | 6 | 11,094 | 1,849 | 39 | 64,905 | 1,664 |
| 506 | Sauk Valley | 2 | 5,855 | 2,928 | 6 | 19,145 | 3,191 | 49 | 159,046 | 3,246 |
| 531 | Shawnee | 0 | 0 | 0 | 8 | 5,000 | 625 | 20 | 11,748 | 587 |
| 510 | South Suburban | 12 | 35,295 | 2,941 | 0 | 0 | 0 | 102 | 305,087 | 2,991 |
| 533 | Southeastern | 3 | 4,727 | 1,576 | 7 | 11,628 | 1,661 | 31 | 52,517 | 1,694 |
| 534 | Spoon River | 3 | 8,566 | 2,855 | 9 | 26,839 | 2,982 | 29 | 91,746 | 3,164 |
| 601 | State Comm. Coll. | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| 504 | Triton | 14 | 83,597 | 5,971 | 0 | 0 | 0 | 298 | 1,000,376 | 3,357 |
| 516 | Waubonsee | 3 | 12,900 | 4,300 | 0 | 0 | 0 | 91 | 362,045 | 3,979 |
| 539 | John Wood | 0 | 0 | 0 | 14 | 32,665 | 2,333 | 29 | 58,875 | 2,030 |
| | TOTALS/AVERAGES | 305 | $875,500 | $2,870 | 932 | $2,743,275 | $2,943 | 4,320 | $12,490,367 | $2,891 |

-- = Not Applicable
DNA = Data Not Available

Section X

## FISCAL YEAR 1990 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1990 weighted average percentage salary increases of full-time faculty, other (non-teaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

Table 22

### SUMMARY OF FISCAL YEAR 1990 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Weighted Mean Percentage Salary Increases* | | |
|---|---|---|---|
| | Low | High | State Average |
| Administrative | 0.0% | 12.2% | 6.6% |
| Faculty (9 Months) | 0.0% | 12.4% | 6.7% |
| Faculty (12 Months) | 3.5% | 9.9% | 6.7% |
| Other (Non-teaching) Professional (9 Months) | 0.0% | 9.9% | 6.7% |
| Other (Non-teaching) Professional (12 Months) | 4.2% | 11.1% | 7.1% |
| Classified | 1.0% | 15.0% | 7.1% |

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1989 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER (NON-TEACHING) PROFESSIONAL STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District | Admin. | Teaching Faculty (9 mos.) | Teaching Faculty (12 mos.) | Other (Non-teaching) Professional (9 mos.) | Other (Non-teaching) Professional (12 mos.) | Classified |
|---|---|---|---|---|---|---|---|
| 522 | Belleville* | 7.6% | 9.3% | 9.3% | 9.3% | 9.3% | 8.6% |
| 503 | Black Hawk | 4.4 | 6.1 | -- | 7.2 | 5.1 | DNA |
| 508 | Chicago | 8.6 | 6.3 | -- | 6.9 | 9.7 | 9.0 |
| 507 | Danville | 5.0 | 6.8 | 5.5 | 6.3 | 5.0 | 7.2 |
| 502 | DuPage | DNA | DNA | DNA | DNA | DNA | DNA |
| 509 | Elgin | 7.1 | 8.3 | -- | 8.0 | -- | 7.4 |
| 512 | Harper | 5.6 | 8.6 | 7.6 | 9.3 | -- | 6.9 |
| 519 | Highland | 6.7 | 7.8 | -- | -- | 8.1 | 7.6 |
| 514 | Illinois Central | 4.1 | 5.1 | -- | 5.7 | 5.0 | 3.7 |
| 529 | Illinois Eastern | 6.0 | 0.0 | 3.5 | -- | 7.4 | 8.4 |
| 513 | Illinois Valley | 5.5 | 6.5 | -- | 4.6 | 5.5 | 6.2 |
| 525 | Joliet | 7.0 | 7.0 | -- | 7.0 | -- | 6.0 |
| 520 | Kankakee | 6.3 | 4.7 | 5.5 | -- | 5.6 | 5.6 |
| 501 | Kaskaskia | 6.8 | 7.4 | -- | 7.1 | -- | 7.4 |
| 523 | Kishwaukee | 7.7 | 8.0 | -- | 7.9 | -- | 8.0 |
| 532 | Lake County | 6.5 | 7.0 | -- | 7.0 | 6.5 | 6.5 |
| 517 | Lake Land | 4.9 | 5.0 | 4.9 | 5.3 | 5.3 | 5.0 |
| 536 | Lewis & Clark | 7.4 | 6.1 | -- | 7.4 | -- | 6.4 |
| 526 | Lincoln Land | 7.3 | 7.4 | 8.9 | 5.3 | 8.9 | 6.5 |
| 530 | Logan | 5.9 | 5.9 | -- | -- | 6.3 | 6.7 |
| 528 | McHenry | 8.2 | 8.4 | -- | 8.4 | -- | 5.5 |
| 524 | Moraine Valley | 7.6 | 7.7 | 7.6 | 8.8 | 7.5 | 8.3 |
| 527 | Morton | 9.4 | 7.0 | -- | 6.7 | -- | 7.6 |
| 535 | Oakton | 7.8 | 7.0 | -- | 7.0 | -- | 7.0 |
| 505 | Parkland | 0.0 | 3.6 | -- | 0.0 | -- | DNA |
| 515 | Prairie State | 6.2 | 5.6 | -- | 5.6 | -- | 7.0 |
| 521 | Rend Lake | 5.9 | 5.9 | 5.7 | 5.0 | 6.7 | 5.6 |
| 537 | Richland | 4.5 | 7.2 | -- | -- | 6.2 | DNA |
| 511 | Rock Valley | 6.7 | 6.7 | 6.9 | 5.9 | 7.9 | 7.1 |
| 518 | Carl Sandburg | DNA | 5.2 | DNA | DNA | DNA | DNA |
| 506 | Sauk Valley | 5.0 | 4.0 | 3.8 | 4.1 | 4.2 | 6.2 |
| 531 | Shawnee | 10.2 | 12.4 | 9.9 | -- | 11.1 | 15.0 |
| 510 | South Suburban | 3.5 | 4.7 | -- | 4.7 | -- | 6.5 |
| 533 | Southeastern | DNA | 6.9 | -- | 9.9 | 8.1 | 1.0 |
| 534 | Spoon River | 12.2 | 10.5 | -- | 8.6 | 9.1 | 8.2 |
| 601 | State Comm. Coll. | 6.0 | 7.5 | -- | -- | 6.6 | 5.9 |
| 504 | Triton | 7.5 | 6.1 | -- | 5.4 | -- | 8.1 |
| 516 | Waubonsee | 8.2 | 8.0 | -- | 9.0 | -- | 8.8 |
| 539 | John Wood | 8.6 | -- | 8.1 | -- | 7.6 | 9.2 |
| | AVERAGES | 6.6% | 6.7% | 6.7% | 6.7% | 7.1% | 7.1% |

*The contract at Belleville Area College contained substantial revisions to the faculty salary schedule and to academic year and summer overload rates. The fiscal year 1990 increase indicated in the master contract has been used in this table for nine- and twelve-month faculty and other professionals. The increases provided by the college are listed below:

| | | | | | |
|---|---|---|---|---|---|
| 522 | Belleville | 18.8% | 15.5% | 19.0% | 23.3% |

-- = Not Applicable
DNA = Data Not Available

Section XI

## FISCAL YEAR 1989 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1989 and the average total salaries paid to full-time faculty in fiscal year 1989. The fiscal year 1989 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1988 to June 30, 1989.

The state average total fiscal year salary paid to faculty in fiscal year 1989 for those districts reporting data is $4,559 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1989. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 25 contains the fiscal year 1989 average total salary actually paid to administrators, other (non-teaching) professionals, and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1989 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1989 AVERAGE TOTAL SALARY ACTUALLY PAID

| Dist. No. | District | FY 1989 Full-time Average Faculty Contractual Base Salaries | FY 1989 Full-time Average Faculty Total Salaries | Dollar Difference | Percent Difference |
|---|---|---|---|---|---|
| 522 | Belleville | $34,699 | $47,646 | $12,947 | 37.3% |
| 503 | Black Hawk | 30,752 | 33,113 | 2,361 | 7.7 |
| 508 | Chicago | 40,844 | 44,122 | 3,278 | 8.0 |
| 507 | Danville | 28,721 | 32,420 | 3,699 | 12.9 |
| 502 | DuPage | 39,949 | DNA | -- | -- |
| 509 | Elgin | 34,743 | 44,643 | 9,900 | 28.5 |
| 512 | Harper | 41,753 | DNA | -- | -- |
| 519 | Highland | 28,379 | 26,418 | -1,961 | -6.9 |
| 514 | Illinois Central | 33,627 | 41,606 | 7,979 | 23.7 |
| 529 | Illinois Eastern | 25,098 | 32,938 | 7,840 | 31.2 |
| 513 | Illinois Valley | 32,628 | 35,501 | 2,873 | 8.8 |
| 525 | Joliet | 38,348 | 46,470 | 8,122 | 21.2 |
| 520 | Kankakee | 28,934 | 33,737 | 4,803 | 16.6 |
| 501 | Kaskaskia | 29,413 | 33,182 | 3,769 | 12.8 |
| 523 | Kishwaukee | 28,610 | 32,875 | 4,265 | 14.9 |
| 532 | Lake County | 44,077 | 44,077 | 0 | 0.0 |
| 517 | Lake Land | 28,832 | 34,315 | 5,483 | 19.0 |
| 536 | Lewis & Clark | 33,214 | 36,511 | 3,297 | 9.9 |
| 526 | Lincoln Land | 35,241 | 38,438 | 3,197 | 9.1 |
| 530 | Logan | 31,837 | 37,778 | 5,941 | 18.7 |
| 528 | McHenry | 32,532 | 37,649 | 5,117 | 15.7 |
| 524 | Moraine Valley | 35,063 | 49,299 | 14,236 | 40.6 |
| 527 | Morton | 37,716 | 39,281 | 1,565 | 4.1 |
| 535 | Oakton | 43,217 | 47,252 | 4,035 | 9.3 |
| 505 | Parkland | 35,993 | 35,864 | -129 | -0.4 |
| 515 | Prairie State | 33,924 | 39,158 | 5,234 | 15.4 |
| 521 | Rend Lake | 29,420 | 34,802 | 5,382 | 18.3 |
| 537 | Richland | 29,887 | 33,829 | 3,942 | 13.2 |
| 511 | Rock Valley | 34,251 | 38,592 | 4,341 | 12.7 |
| 518 | Carl Sandburg | 27,902 | 31,158 | 3,256 | 11.7 |
| 506 | Sauk Valley | 30,798 | 35,629 | 4,831 | 15.7 |
| 531 | Shawnee | 26,905 | 30,828 | 3,923 | 14.6 |
| 510 | South Suburban | 35,294 | 46,144 | 10,850 | 30.7 |
| 533 | Southeastern | 30,859 | 34,011 | 3,152 | 10.2 |
| 534 | Spoon River | 28,348 | 31,596 | 3,248 | 11.5 |
| 601 | State Comm. Coll. | 27,443 | 32,148 | 4,705 | 17.1 |
| 504 | Triton | 39,135 | 48,751 | 9,616 | 24.6 |
| 516 | Waubonsee | 34,552 | 38,739 | 4,187 | 12.1 |
| 539 | John Wood | * | * | -- | -- |
| | TOTALS/AVERAGES | $36,198 | $40,757 | $4,559 | 12.6% |

*All faculty are on 12-month contracts/40 hours per week.
DNA = Data Not Available

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Table 25

FISCAL YEAR 1989
AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS,
OTHER (NON-TEACHING) PROFESSIONALS, AND CLASSIFIED STAFF

| Dist. No. | District | Admin. | Other Professional | Classified |
|---|---|---|---|---|
| 522 | Belleville | $40,290 | $37,579 | $16,023 |
| 503 | Black Hawk | 42,412 | 31,677 | 20,021 |
| 508 | Chicago | 42,621 | 29,782 | 21,868 |
| 507 | Danville | 39,494 | 22,816 | 14,910 |
| 502 | DuPage | DNA | DNA | DNA |
| 509 | Elgin | 51,610 | 38,930 | 22,465 |
| 512 | Harper | DNA | DNA | DNA |
| 519 | Highland | 43,869 | 18,962 | 15,038 |
| 514 | Illinois Central | 49,404 | 31,288 | 20,606 |
| 529 | Illinois Eastern | 33,272 | 24,830 | 16,066 |
| 513 | Illinois Valley | 45,909 | 34,892 | 17,725 |
| 525 | Joliet | 36,913 | 46,096 | 20,946 |
| 520 | Kankakee | 40,257 | 19,907 | 15,451 |
| 501 | Kaskaskia | 36,259 | 34,228 | 17,746 |
| 523 | Kishwaukee | 39,420 | 23,872 | 15,645 |
| 532 | Lake County | 45,804 | 39,645 | 18,100 |
| 517 | Lake Land | 39,189 | 25,126 | 16,177 |
| 536 | Lewis & Clark | 39,553 | 22,058 | 16,717 |
| 526 | Lincoln Land | 40,269 | 40,407 | 17,694 |
| 530 | Logan | 45,893 | 36,730 | 16,763 |
| 528 | McHenry | 39,170 | 35,262 | 17,235 |
| 524 | Moraine Valley | 48,266 | 32,310 | 18,701 |
| 527 | Morton | 47,596 | 44,690 | 19,209 |
| 535 | Oakton | 54,758 | 48,608 | 23,550 |
| 505 | Parkland | 50,446 | 21,240 | 19,231 |
| 515 | Prairie State | 44,258 | 43,693 | 17,040 |
| 521 | Rend Lake | 40,056 | 21,765 | 17,433 |
| 537 | Richland | 44,437 | 37,473 | 17,415 |
| 511 | Rock Valley | 41,419 | 34,193 | 19,082 |
| 518 | Carl Sandburg | 40,851 | 23,490 | 16,036 |
| 506 | Sauk Valley | 40,641 | 28,573 | 16,235 |
| 531 | Shawnee | 35,049 | 22,502 | 13,638 |
| 510 | South Suburban | 48,390 | 41,711 | 18,299 |
| 533 | Southeastern | 35,827 | 29,110 | 14,976 |
| 534 | Spoon River | 36,020 | 20,977 | 17,046 |
| 601 | State Comm. Coll. | 35,921 | 26,393 | 17,760 |
| 504 | Triton | 49,215 | 39,253 | 20,608 |
| 516 | Waubonsee | 46,687 | 36,837 | 19,923 |
| 539 | John Wood | 36,765 | 25,158 | 16,314 |
| | AVERAGES | $42,887 | $29,618 | $19,251 |

DNA = Data Not Available

Section XII

## STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1986 TO 1990

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other non-teaching professionals (9 and 12 month) for the last five fiscal years. Table 27 presents five years worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 26

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1986 TO 1990*

| | FY 1986 | FY 1987 | FY 1988 | FY 1989 | FY 1990 |
|---|---|---|---|---|---|
| Faculty (9 Month) | 30,795 | 32,787 | 34,306 | 36,198 | 38,124 |
| Faculty (12 Month) | 28,632 | 29,934 | 29,356 | 33,520 | 34,783 |
| Administrators (12 Month) | 37,146 | 39,109 | 39,776 | 41,125 | 43,881 |
| Other Professionals (9 Month) | 31,053 | 32,468 | 33,726 | 35,693 | 35,466 |
| Other Professionals (12 Month) | 22,968 | 24,059 | 24,604 | 25,033 | 27,024 |

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN CONTRACTUAL SALARIES FOR
CONTINUING FACULTY, ADMINISTRATORS, AND OTHER (NON-TEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1986 TO 1990*

| | FY 1986 | FY 1987 | FY 1988 | FY 1989 | FY 1990 |
|---|---|---|---|---|---|
| Faculty (9 Month) | 6.1%** | 7.0%** | 6.0% | 6.2% | 6.7% |
| Faculty (12 Month) | 6.1%** | 7.0%** | 4.9% | 5.4% | 6.7% |
| Administrators (12 Month) | 6.2% | 6.6% | 5.8% | 5.9% | 6.6% |
| Other Professionals (9 Month) | 6.3%** | 6.9%** | 5.9% | 6.2% | 6.7% |
| Other Professionals (12 Month) | 6.3%** | 6.9%** | 5.1% | 6.0% | 6.7% |

*Due principally to extensive negotiations not all colleges submitted salary survey data for every year reported in this table.
**Nine- and twelve-month employee salaries were reported together.

SOURCE OF DATA: Fall 1985 to Fall 1989 ICCB Salary Survey Reports.



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